

Home Oxygen Wage Determinations

Friday, October 03, 2014
7:48 AM

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WD 05-2051 (Rev.-14) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2051
Director	Wage Determinations	Revision No.: 14
		Date Of Revision: 07/25/2014

State: California

Area: California Counties of Alameda, Contra Costa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		28.31
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.37
01090 - Duplicating Machine Operator		15.37
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.97
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.03
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		18.47
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		24.26
01410 - Supply Technician		30.87
01420 - Survey Worker		24.06
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.75
05010 - Automotive Electrician		24.95

05040 - Automotive Glass Installer	21.76
05070 - Automotive Worker	24.96
05110 - Mobile Equipment Servicer	21.71
05130 - Motor Equipment Metal Mechanic	26.06
05160 - Motor Equipment Metal Worker	23.84
05190 - Motor Vehicle Mechanic	26.07
05220 - Motor Vehicle Mechanic Helper	20.54
05250 - Motor Vehicle Upholstery Worker	22.78
05280 - Motor Vehicle Wrecker	23.84
05310 - Painter, Automotive	24.96
05340 - Radiator Repair Specialist	23.84
05370 - Tire Repairer	17.31
05400 - Transmission Repair Specialist	26.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.83
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	11.28
07130 - Food Service Worker	11.00
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	11.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.13
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	21.13
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer, Minor	19.28
09130 - Upholsterer	21.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.93
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	24.53
12072 - Licensed Practical Nurse II	27.47
12073 - Licensed Practical Nurse III	30.62
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	45.90
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75

12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	21.80
12236 - Optical Technician	18.22
12250 - Pharmacy Technician	21.69
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	35.21
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II, Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III, Anesthetist	64.90
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.45
13012 - Exhibits Specialist II	31.05
13013 - Exhibits Specialist III	37.98
13041 - Illustrator I	24.07
13042 - Illustrator II	29.81
13043 - Illustrator III	36.48
13047 - Librarian	35.64
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	31.06
13058 - Library Technician	26.04
13061 - Media Specialist I	22.42
13062 - Media Specialist II	25.08
13063 - Media Specialist III	27.96
13071 - Photographer I	20.39
13072 - Photographer II	22.81
13073 - Photographer III	28.23
13074 - Photographer IV	34.56
13075 - Photographer V	39.08
13110 - Video Teleconference Technician	23.30
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.80
14042 - Computer Operator II	22.18
14043 - Computer Operator III	24.69
14044 - Computer Operator IV	27.43
14045 - Computer Operator V	30.39
14071 - Computer Programmer I	(see 1) 27.62
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.80
14160 - Personal Computer Support Technician	27.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.80
15020 - Aircrew Training Devices Instructor (Rated)	44.51
15030 - Air Crew Training Devices Instructor (Pilot)	53.36
15050 - Computer Based Training Specialist / Instructor	36.97
15060 - Educational Technologist	32.38
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	31.77
15090 - Technical Instructor	28.46
15095 - Technical Instructor/Course Developer	34.82
15110 - Test Proctor	22.97
15120 - Tutor	22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.02
19040 - Tool And Die Maker	26.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	26.53
21040 - Material Expediter	26.53
21050 - Material Handling Laborer	16.69
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	17.51
21130 - Shipping/Receiving Clerk	17.51
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.51
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.51
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	22.12
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	25.34
23080 - Aircraft Worker	26.87
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	16.15
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	24.69
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	29.93
23312 - Fuel Distribution System Operator	23.97
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	25.34
23382 - Ground Support Equipment Worker	26.87
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65

23440	- Heavy Equipment Operator	33.19
23460	- Instrument Mechanic	32.04
23465	- Laboratory/Shelter Mechanic	27.92
23470	- Laborer	16.00
23510	- Locksmith	23.20
23530	- Machinery Maintenance Mechanic	28.28
23550	- Machinist, Maintenance	27.28
23580	- Maintenance Trades Helper	17.19
23591	- Metrology Technician I	32.04
23592	- Metrology Technician II	33.68
23593	- Metrology Technician III	35.11
23640	- Millwright	32.53
23710	- Office Appliance Repairer	23.42
23760	- Painter, Maintenance	23.13
23790	- Pipefitter, Maintenance	31.65
23810	- Plumber, Maintenance	30.33
23820	- Pneudraulic Systems Mechanic	29.48
23850	- Rigger	29.56
23870	- Scale Mechanic	26.46
23890	- Sheet-Metal Worker, Maintenance	31.09
23910	- Small Engine Mechanic	20.20
23931	- Telecommunications Mechanic I	28.12
23932	- Telecommunications Mechanic II	29.56
23950	- Telephone Lineman	26.42
23960	- Welder, Combination, Maintenance	24.28
23965	- Well Driller	29.48
23970	- Woodcraft Worker	29.48
23980	- Woodworker	22.25
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	13.57
24580	- Child Care Center Clerk	16.04
24610	- Chore Aide	11.44
24620	- Family Readiness And Support Services Coordinator	19.02
24630	- Homemaker	16.68
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	38.18
25040	- Sewage Plant Operator	32.79
25070	- Stationary Engineer	38.18
25190	- Ventilation Equipment Tender	27.90
25210	- Water Treatment Plant Operator	32.79
27000	- Protective Service Occupations	
27004	- Alarm Monitor	29.88
27007	- Baggage Inspector	14.34
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.43
27030	- Detection Dog Handler	30.14
27040	- Detention Officer	38.39
27070	- Firefighter	36.20
27101	- Guard I	14.34
27102	- Guard II	30.14
27131	- Police Officer I	42.92
27132	- Police Officer II	47.21
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.91
28042	- Carnival Equipment Repairer	16.16
28043	- Carnival Equipment Worker	10.77
28210	- Gate Attendant/Gate Tender	18.04
28310	- Lifeguard	13.82
28350	- Park Attendant (Aide)	20.19
28510	- Recreation Aide/Health Facility Attendant	15.30
28515	- Recreation Specialist	17.44

28630 - Sports Official	15.85
28690 - Swimming Pool Operator	21.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10
29030 - Line Handler	29.10
29041 - Stevedore I	27.42
29042 - Stevedore II	30.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.02
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	23.47
30022 - Archeological Technician II	27.47
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	31.67
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.51
30210 - Laboratory Technician	23.42
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.13
30363 - Paralegal/Legal Assistant III	35.65
30364 - Paralegal/Legal Assistant IV	43.11
30390 - Photo-Optics Technician	35.89
30461 - Technical Writer I	25.89
30462 - Technical Writer II	32.03
30463 - Technical Writer III	38.31
30491 - Unexploded Ordnance (UXO) Technician I	26.92
30492 - Unexploded Ordnance (UXO) Technician II	32.56
30493 - Unexploded Ordnance (UXO) Technician III	39.03
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 27.82
30621 - Weather Observer, Senior	(see 2) 30.90
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	14.41
31030 - Bus Driver	20.03
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	13.64
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	12.06
99050 - Desk Clerk	13.00
99095 - Embalmer	25.13
99251 - Laboratory Animal Caretaker I	14.45

99252 - Laboratory Animal Caretaker II	15.64
99310 - Mortician	29.47
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	17.25
99710 - Recycling Laborer	24.32
99711 - Recycling Specialist	27.68
99730 - Refuse Collector	21.87
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	12.89
99830 - Survey Party Chief	31.52
99831 - Surveying Aide	18.98
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.22
99842 - Vending Machine Repairer Helper	16.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2055 (Rev.-16) was first posted on www.wdol.gov on 08/05/2014

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	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2055
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		Date Of Revision: 07/25/2014

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01040 - Court Reporter		20.96
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		12.25
01191 - Order Clerk I		14.88
01192 - Order Clerk II		16.24
01261 - Personnel Assistant (Employment) I		17.40
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01280 - Receptionist		14.72
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		17.35
01410 - Supply Technician		25.83
01420 - Survey Worker		18.84
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		14.68
01612 - Word Processor II		16.48
01613 - Word Processor III		18.76
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	20.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter, Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	13.92
07042 - Cook II	16.01
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.39
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	11.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	12.51
11090 - Gardener	16.37
11122 - Housekeeping Aide	13.76
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	10.40
11260 - Pruner	13.31
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.11
12011 - Breath Alcohol Technician	17.11
12012 - Certified Occupational Therapist Assistant	25.69
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	41.99
12030 - EKG Technician	25.68
12035 - Electroneurodiagnostic Technologist	25.68
12040 - Emergency Medical Technician	16.57
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	15.17
12130 - Medical Laboratory Technician	18.62
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	19.08
12210 - Nuclear Medicine Technologist	42.90
12221 - Nursing Assistant I	12.41

12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	16.41
12236 - Optical Technician	15.75
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.44
12305 - Radiologic Technologist	29.94
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II, Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III, Anesthetist	60.45
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	26.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	16.05
13054 - Library Information Technology Systems Administrator	25.79
13058 - Library Technician	17.11
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53
13071 - Photographer I	17.88
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56
13075 - Photographer V	39.20
13110 - Video Teleconference Technician	20.53
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.02
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 23.09
14072 - Computer Programmer II	(see 1) 27.18
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.61
14160 - Personal Computer Support Technician	23.02
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.36
15020 - Aircrew Training Devices Instructor (Rated)	42.77
15030 - Air Crew Training Devices Instructor (Pilot)	51.27
15050 - Computer Based Training Specialist / Instructor	35.36
15060 - Educational Technologist	37.05
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	24.56
15090 - Technical Instructor	21.60
15095 - Technical Instructor/Course Developer	26.48
15110 - Test Proctor	17.84

15120 - Tutor	17.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.76
16030 - Counter Attendant	9.76
16040 - Dry Cleaner	13.10
16070 - Finisher, Flatwork, Machine	9.76
16090 - Presser, Hand	9.76
16110 - Presser, Machine, Drycleaning	9.76
16130 - Presser, Machine, Shirts	9.76
16160 - Presser, Machine, Wearing Apparel, Laundry	9.76
16190 - Sewing Machine Operator	14.22
16220 - Tailor	15.33
16250 - Washer, Machine	10.85
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.22
19040 - Tool And Die Maker	24.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	21.81
21040 - Material Expediter	21.81
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	14.55
21130 - Shipping/Receiving Clerk	14.55
21140 - Store Worker I	12.62
21150 - Stock Clerk	17.17
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23021 - Aircraft Mechanic I	27.16
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.30
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft, Painter	26.71
23060 - Aircraft Servicer	22.45
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	24.82
23140 - Carpet Layer	21.75
23160 - Electrician, Maintenance	23.81
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	20.51
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	24.98
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.94
23393 - Gunsmith III	24.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.54
23411 - Heating, Ventilation And Air Contditioning	24.90

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.20
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	15.13
23510 - Locksmith	20.24
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	24.67
23810 - Plumber, Maintenance	23.43
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	24.82
23870 - Scale Mechanic	21.94
23890 - Sheet-Metal Worker, Maintenance	26.08
23910 - Small Engine Mechanic	20.27
23931 - Telecommunications Mechanic I	26.97
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	25.38
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	24.82
23970 - Woodcraft Worker	24.82
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	16.67
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	26.17
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant Operator	26.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	27.37
27010 - Court Security Officer	27.60
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	27.37
27070 - Firefighter	24.10
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	32.38
27132 - Police Officer II	36.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.53
28043 - Carnival Equipment Worker	10.27
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.79
28350 - Park Attendant (Aide)	15.61

28510 - Recreation Aide/Health Facility Attendant	11.39
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.43
28690 - Swimming Pool Operator	16.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	27.13
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30210 - Laboratory Technician	19.51
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30390 - Photo-Optics Technician	28.16
30461 - Technical Writer I	24.40
30462 - Technical Writer II	29.85
30463 - Technical Writer III	36.10
30491 - Unexploded Ordnance (UXO) Technician I	24.34
30492 - Unexploded Ordnance (UXO) Technician II	29.44
30493 - Unexploded Ordnance (UXO) Technician III	35.29
30494 - Unexploded (UXO) Safety Escort	24.34
30495 - Unexploded (UXO) Sweep Personnel	24.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.34
30621 - Weather Observer, Senior	(see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.45
31030 - Bus Driver	17.68
31043 - Driver Courier	13.82
31260 - Parking and Lot Attendant	10.25
31290 - Shuttle Bus Driver	14.93
31310 - Taxi Driver	11.57
31361 - Truckdriver, Light	14.93
31362 - Truckdriver, Medium	18.52
31363 - Truckdriver, Heavy	20.48
31364 - Truckdriver, Tractor-Trailer	20.48
99000 - Miscellaneous Occupations	
99030 - Cashier	11.97
99050 - Desk Clerk	11.35

99095 - Embalmer	23.02
99251 - Laboratory Animal Caretaker I	11.89
99252 - Laboratory Animal Caretaker II	12.85
99310 - Mortician	25.00
99410 - Pest Controller	16.38
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.61
99842 - Vending Machine Repairer Helper	13.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2067 (Rev.-15) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2067
Director	Wage Determinations	Revision No.: 15
		Date Of Revision: 07/25/2014

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		20.68
01040 - Court Reporter		18.28
01051 - Data Entry Operator I		12.69
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		19.64
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38
01113 - General Clerk III		16.14
01120 - Housing Referral Assistant		20.39
01141 - Messenger Courier		12.28
01191 - Order Clerk I		13.75
01192 - Order Clerk II		14.95
01261 - Personnel Assistant (Employment) I		16.24
01262 - Personnel Assistant (Employment) II		18.17
01263 - Personnel Assistant (Employment) III		20.11
01270 - Production Control Clerk		19.89
01280 - Receptionist		12.45
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		16.34
01311 - Secretary I		16.34
01312 - Secretary II		18.28
01313 - Secretary III		20.39
01320 - Service Order Dispatcher		19.64
01410 - Supply Technician		22.65
01420 - Survey Worker		16.22
01531 - Travel Clerk I		13.06
01532 - Travel Clerk II		14.05
01533 - Travel Clerk III		15.10
01611 - Word Processor I		13.87
01612 - Word Processor II		15.56
01613 - Word Processor III		17.40
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.80
05010 - Automotive Electrician		19.64

05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	19.03
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.47
05160 - Motor Equipment Metal Worker	19.03
05190 - Motor Vehicle Mechanic	19.81
05220 - Motor Vehicle Mechanic Helper	16.48
05250 - Motor Vehicle Upholstery Worker	17.80
05280 - Motor Vehicle Wrecker	18.69
05310 - Painter, Automotive	19.29
05340 - Radiator Repair Specialist	18.69
05370 - Tire Repairer	14.13
05400 - Transmission Repair Specialist	20.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	13.74
07042 - Cook II	14.99
07070 - Dishwasher	9.09
07130 - Food Service Worker	10.51
07210 - Meat Cutter	17.05
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	12.18
11090 - Gardener	16.13
11122 - Housekeeping Aide	12.18
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	10.17
11260 - Pruner	12.49
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	13.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.71
12011 - Breath Alcohol Technician	16.43
12012 - Certified Occupational Therapist Assistant	24.42
12015 - Certified Physical Therapist Assistant	24.42
12020 - Dental Assistant	15.31
12025 - Dental Hygienist	39.05
12030 - EKG Technician	27.12
12035 - Electroneurodiagnostic Technologist	27.12
12040 - Emergency Medical Technician	16.30
12071 - Licensed Practical Nurse I	19.12
12072 - Licensed Practical Nurse II	21.38
12073 - Licensed Practical Nurse III	23.85
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	18.79
12160 - Medical Record Clerk	16.34
12190 - Medical Record Technician	19.19
12195 - Medical Transcriptionist	16.34
12210 - Nuclear Medicine Technologist	41.37
12221 - Nursing Assistant I	10.00
12222 - Nursing Assistant II	11.24
12223 - Nursing Assistant III	12.27

12224 - Nursing Assistant IV	13.77
12235 - Optical Dispenser	16.61
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	32.96
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.92
12313 - Registered Nurse II, Specialist	29.76
12314 - Registered Nurse III	36.20
12315 - Registered Nurse III, Anesthetist	36.20
12316 - Registered Nurse IV	43.38
12317 - Scheduler (Drug and Alcohol Testing)	24.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.15
13012 - Exhibits Specialist II	29.54
13013 - Exhibits Specialist III	36.13
13041 - Illustrator I	23.16
13042 - Illustrator II	29.54
13043 - Illustrator III	36.13
13047 - Librarian	32.70
13050 - Library Aide/Clerk	13.47
13054 - Library Information Technology Systems Administrator	29.54
13058 - Library Technician	16.26
13061 - Media Specialist I	16.29
13062 - Media Specialist II	18.23
13063 - Media Specialist III	20.32
13071 - Photographer I	15.00
13072 - Photographer II	16.54
13073 - Photographer III	20.61
13074 - Photographer IV	25.20
13075 - Photographer V	30.49
13110 - Video Teleconference Technician	18.71
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.53
14042 - Computer Operator II	17.63
14043 - Computer Operator III	19.79
14044 - Computer Operator IV	21.99
14045 - Computer Operator V	24.36
14071 - Computer Programmer I	(see 1) 20.21
14072 - Computer Programmer II	(see 1) 25.48
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.53
14160 - Personal Computer Support Technician	21.99
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.84
15020 - Aircrew Training Devices Instructor (Rated)	33.69
15030 - Air Crew Training Devices Instructor (Pilot)	39.69
15050 - Computer Based Training Specialist / Instructor	27.84
15060 - Educational Technologist	30.32
15070 - Flight Instructor (Pilot)	39.69
15080 - Graphic Artist	19.23
15090 - Technical Instructor	19.30
15095 - Technical Instructor/Course Developer	23.61
15110 - Test Proctor	15.57
15120 - Tutor	15.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	9.19
16030 - Counter Attendant	9.19
16040 - Dry Cleaner	12.33
16070 - Finisher, Flatwork, Machine	9.19
16090 - Presser, Hand	9.19
16110 - Presser, Machine, Drycleaning	9.19
16130 - Presser, Machine, Shirts	9.19
16160 - Presser, Machine, Wearing Apparel, Laundry	9.19
16190 - Sewing Machine Operator	13.39
16220 - Tailor	14.44
16250 - Washer, Machine	10.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.47
19040 - Tool And Die Maker	23.70
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.85
21030 - Material Coordinator	19.89
21040 - Material Expediter	19.89
21050 - Material Handling Laborer	14.09
21071 - Order Filler	12.01
21080 - Production Line Worker (Food Processing)	15.85
21110 - Shipping Packer	16.15
21130 - Shipping/Receiving Clerk	16.15
21140 - Store Worker I	14.60
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	15.85
21410 - Warehouse Specialist	15.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.23
23021 - Aircraft Mechanic I	21.28
23022 - Aircraft Mechanic II	22.23
23023 - Aircraft Mechanic III	23.21
23040 - Aircraft Mechanic Helper	16.76
23050 - Aircraft, Painter	20.30
23060 - Aircraft Servicer	18.46
23080 - Aircraft Worker	19.48
23110 - Appliance Mechanic	22.18
23120 - Bicycle Repairer	14.13
23125 - Cable Splicer	22.79
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	17.09
23160 - Electrician, Maintenance	25.03
23181 - Electronics Technician Maintenance I	25.35
23182 - Electronics Technician Maintenance II	26.73
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	20.54
23310 - Fire Extinguisher Repairer	18.56
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.77
23370 - General Maintenance Worker	18.96
23380 - Ground Support Equipment Mechanic	21.28
23381 - Ground Support Equipment Servicer	18.46
23382 - Ground Support Equipment Worker	19.44
23391 - Gunsmith I	18.56
23392 - Gunsmith II	20.84
23393 - Gunsmith III	22.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.66
23430 - Heavy Equipment Mechanic	24.89

23440	- Heavy Equipment Operator	30.51
23460	- Instrument Mechanic	25.08
23465	- Laboratory/Shelter Mechanic	21.97
23470	- Laborer	14.09
23510	- Locksmith	21.76
23530	- Machinery Maintenance Mechanic	24.85
23550	- Machinist, Maintenance	20.79
23580	- Maintenance Trades Helper	15.33
23591	- Metrology Technician I	25.08
23592	- Metrology Technician II	26.20
23593	- Metrology Technician III	27.36
23640	- Millwright	23.30
23710	- Office Appliance Repairer	21.49
23760	- Painter, Maintenance	19.67
23790	- Pipefitter, Maintenance	23.20
23810	- Plumber, Maintenance	22.26
23820	- Pneudraulic Systems Mechanic	22.79
23850	- Rigger	22.79
23870	- Scale Mechanic	20.84
23890	- Sheet-Metal Worker, Maintenance	23.59
23910	- Small Engine Mechanic	20.68
23931	- Telecommunications Mechanic I	25.68
23932	- Telecommunications Mechanic II	26.83
23950	- Telephone Lineman	27.08
23960	- Welder, Combination, Maintenance	18.71
23965	- Well Driller	22.79
23970	- Woodcraft Worker	22.79
23980	- Woodworker	15.41
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	12.56
24580	- Child Care Center Clerk	16.99
24610	- Chore Aide	9.79
24620	- Family Readiness And Support Services Coordinator	17.62
24630	- Homemaker	17.40
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.25
25040	- Sewage Plant Operator	27.03
25070	- Stationary Engineer	27.25
25190	- Ventilation Equipment Tender	20.72
25210	- Water Treatment Plant Operator	27.03
27000	- Protective Service Occupations	
27004	- Alarm Monitor	21.79
27007	- Baggage Inspector	10.95
27008	- Corrections Officer	27.42
27010	- Court Security Officer	27.42
27030	- Detection Dog Handler	18.61
27040	- Detention Officer	27.42
27070	- Firefighter	24.77
27101	- Guard I	10.95
27102	- Guard II	18.61
27131	- Police Officer I	27.31
27132	- Police Officer II	30.33
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	10.99
28042	- Carnival Equipment Repairer	11.46
28043	- Carnival Equipment Worker	9.40
28210	- Gate Attendant/Gate Tender	12.73
28310	- Lifeguard	11.39
28350	- Park Attendant (Aide)	14.24
28510	- Recreation Aide/Health Facility Attendant	10.54
28515	- Recreation Specialist	17.31

28630 - Sports Official	11.39
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.93
29042 - Stevedore II	24.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	26.27
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.82
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	16.22
30082 - Engineering Technician II	18.20
30083 - Engineering Technician III	20.59
30084 - Engineering Technician IV	25.23
30085 - Engineering Technician V	30.86
30086 - Engineering Technician VI	37.33
30090 - Environmental Technician	22.40
30210 - Laboratory Technician	24.82
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	20.90
30362 - Paralegal/Legal Assistant II	25.90
30363 - Paralegal/Legal Assistant III	31.68
30364 - Paralegal/Legal Assistant IV	38.33
30390 - Photo-Optics Technician	26.83
30461 - Technical Writer I	25.61
30462 - Technical Writer II	31.31
30463 - Technical Writer III	37.88
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.71
30621 - Weather Observer, Senior	(see 2) 26.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.06
31030 - Bus Driver	16.97
31043 - Driver Courier	15.25
31260 - Parking and Lot Attendant	12.64
31290 - Shuttle Bus Driver	16.06
31310 - Taxi Driver	14.41
31361 - Truckdriver, Light	16.06
31362 - Truckdriver, Medium	16.78
31363 - Truckdriver, Heavy	20.78
31364 - Truckdriver, Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99030 - Cashier	10.52
99050 - Desk Clerk	9.76
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.77

99252 - Laboratory Animal Caretaker II	12.53
99310 - Mortician	25.80
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	21.82
99711 - Recycling Specialist	25.11
99730 - Refuse Collector	20.19
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	12.55
99830 - Survey Party Chief	34.32
99831 - Surveying Aide	20.72
99832 - Surveying Technician	28.39
99840 - Vending Machine Attendant	10.98
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2045 (Rev.-15) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2045
Director	Wage Determinations	Revision No.: 15
		Date Of Revision: 07/25/2014

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		20.44
01040 - Court Reporter		25.29
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher, Motor Vehicle		17.58
01070 - Document Preparation Clerk		12.89
01090 - Duplicating Machine Operator		12.89
01111 - General Clerk I		12.25
01112 - General Clerk II		13.23
01113 - General Clerk III		15.04
01120 - Housing Referral Assistant		18.03
01141 - Messenger Courier		10.28
01191 - Order Clerk I		12.42
01192 - Order Clerk II		13.55
01261 - Personnel Assistant (Employment) I		15.37
01262 - Personnel Assistant (Employment) II		17.19
01263 - Personnel Assistant (Employment) III		19.17
01270 - Production Control Clerk		19.13
01280 - Receptionist		11.63
01290 - Rental Clerk		14.53
01300 - Scheduler, Maintenance		14.45
01311 - Secretary I		14.45
01312 - Secretary II		16.43
01313 - Secretary III		18.03
01320 - Service Order Dispatcher		17.51
01410 - Supply Technician		20.44
01420 - Survey Worker		16.05
01531 - Travel Clerk I		13.48
01532 - Travel Clerk II		13.85
01533 - Travel Clerk III		14.98
01611 - Word Processor I		13.93
01612 - Word Processor II		15.64
01613 - Word Processor III		17.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.11
05010 - Automotive Electrician		17.75

05040 - Automotive Glass Installer	15.97
05070 - Automotive Worker	15.97
05110 - Mobile Equipment Servicer	14.17
05130 - Motor Equipment Metal Mechanic	17.75
05160 - Motor Equipment Metal Worker	15.97
05190 - Motor Vehicle Mechanic	18.11
05220 - Motor Vehicle Mechanic Helper	13.43
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	15.97
05310 - Painter, Automotive	16.84
05340 - Radiator Repair Specialist	15.97
05370 - Tire Repairer	11.82
05400 - Transmission Repair Specialist	17.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.05
07042 - Cook II	13.70
07070 - Dishwasher	8.63
07130 - Food Service Worker	9.20
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.99
09040 - Furniture Handler	12.75
09080 - Furniture Refinisher	15.99
09090 - Furniture Refinisher Helper	12.75
09110 - Furniture Repairer, Minor	13.01
09130 - Upholsterer	15.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.23
11060 - Elevator Operator	10.23
11090 - Gardener	13.47
11122 - Housekeeping Aide	11.09
11150 - Janitor	11.09
11210 - Laborer, Grounds Maintenance	13.77
11240 - Maid or Houseman	9.34
11260 - Pruner	12.57
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	25.15
12015 - Certified Physical Therapist Assistant	25.08
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	31.79
12030 - EKG Technician	26.03
12035 - Electroneurodiagnostic Technologist	26.03
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	18.29
12072 - Licensed Practical Nurse II	20.46
12073 - Licensed Practical Nurse III	22.81
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	19.69
12160 - Medical Record Clerk	13.53
12190 - Medical Record Technician	15.14
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	44.40
12221 - Nursing Assistant I	10.75
12222 - Nursing Assistant II	12.09
12223 - Nursing Assistant III	13.19

12224	- Nursing Assistant IV	14.81
12235	- Optical Dispenser	16.98
12236	- Optical Technician	15.10
12250	- Pharmacy Technician	16.06
12280	- Phlebotomist	14.81
12305	- Radiologic Technologist	27.37
12311	- Registered Nurse I	25.22
12312	- Registered Nurse II	30.85
12313	- Registered Nurse II, Specialist	30.85
12314	- Registered Nurse III	37.32
12315	- Registered Nurse III, Anesthetist	37.32
12316	- Registered Nurse IV	44.73
12317	- Scheduler (Drug and Alcohol Testing)	25.34
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.06
13012	- Exhibits Specialist II	23.06
13013	- Exhibits Specialist III	28.21
13041	- Illustrator I	20.06
13042	- Illustrator II	23.06
13043	- Illustrator III	28.21
13047	- Librarian	27.51
13050	- Library Aide/Clerk	13.42
13054	- Library Information Technology Systems Administrator	24.84
13058	- Library Technician	17.66
13061	- Media Specialist I	17.91
13062	- Media Specialist II	20.04
13063	- Media Specialist III	22.33
13071	- Photographer I	16.14
13072	- Photographer II	18.36
13073	- Photographer III	20.35
13074	- Photographer IV	25.47
13075	- Photographer V	30.81
13110	- Video Teleconference Technician	18.23
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.36
14042	- Computer Operator II	17.30
14043	- Computer Operator III	19.99
14044	- Computer Operator IV	22.17
14045	- Computer Operator V	24.61
14071	- Computer Programmer I	18.30
14072	- Computer Programmer II	22.67
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	15.36
14160	- Personal Computer Support Technician	22.17
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.58
15020	- Aircrew Training Devices Instructor (Rated)	34.58
15030	- Air Crew Training Devices Instructor (Pilot)	41.39
15050	- Computer Based Training Specialist / Instructor	28.58
15060	- Educational Technologist	36.57
15070	- Flight Instructor (Pilot)	41.39
15080	- Graphic Artist	22.54
15090	- Technical Instructor	22.62
15095	- Technical Instructor/Course Developer	27.69
15110	- Test Proctor	18.55
15120	- Tutor	18.55
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	9.82
16030 - Counter Attendant	9.82
16040 - Dry Cleaner	11.83
16070 - Finisher, Flatwork, Machine	9.82
16090 - Presser, Hand	9.82
16110 - Presser, Machine, Drycleaning	9.82
16130 - Presser, Machine, Shirts	9.82
16160 - Presser, Machine, Wearing Apparel, Laundry	9.82
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.18
16250 - Washer, Machine	10.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.95
19040 - Tool And Die Maker	26.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.60
21030 - Material Coordinator	19.13
21040 - Material Expediter	19.13
21050 - Material Handling Laborer	11.10
21071 - Order Filler	12.61
21080 - Production Line Worker (Food Processing)	13.53
21110 - Shipping Packer	13.60
21130 - Shipping/Receiving Clerk	13.54
21140 - Store Worker I	11.42
21150 - Stock Clerk	14.99
21210 - Tools And Parts Attendant	13.60
21410 - Warehouse Specialist	13.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.55
23021 - Aircraft Mechanic I	21.40
23022 - Aircraft Mechanic II	22.55
23023 - Aircraft Mechanic III	23.69
23040 - Aircraft Mechanic Helper	16.21
23050 - Aircraft, Painter	20.09
23060 - Aircraft Servicer	18.18
23080 - Aircraft Worker	19.27
23110 - Appliance Mechanic	21.29
23120 - Bicycle Repairer	11.82
23125 - Cable Splicer	23.42
23130 - Carpenter, Maintenance	22.37
23140 - Carpet Layer	18.84
23160 - Electrician, Maintenance	23.30
23181 - Electronics Technician Maintenance I	20.76
23182 - Electronics Technician Maintenance II	23.48
23183 - Electronics Technician Maintenance III	24.80
23260 - Fabric Worker	19.65
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	18.38
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	19.70
23370 - General Maintenance Worker	17.47
23380 - Ground Support Equipment Mechanic	21.40
23381 - Ground Support Equipment Servicer	18.18
23382 - Ground Support Equipment Worker	19.27
23391 - Gunsmith I	18.38
23392 - Gunsmith II	20.91
23393 - Gunsmith III	23.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	21.93

23440 - Heavy Equipment Operator	28.33
23460 - Instrument Mechanic	24.11
23465 - Laboratory/Shelter Mechanic	22.17
23470 - Laborer	11.10
23510 - Locksmith	21.70
23530 - Machinery Maintenance Mechanic	22.85
23550 - Machinist, Maintenance	20.01
23580 - Maintenance Trades Helper	12.63
23591 - Metrology Technician I	24.11
23592 - Metrology Technician II	25.41
23593 - Metrology Technician III	26.70
23640 - Millwright	24.11
23710 - Office Appliance Repairer	18.48
23760 - Painter, Maintenance	16.29
23790 - Pipefitter, Maintenance	23.30
23810 - Plumber, Maintenance	22.05
23820 - Pneudraulic Systems Mechanic	23.42
23850 - Rigger	23.42
23870 - Scale Mechanic	21.05
23890 - Sheet-Metal Worker, Maintenance	22.14
23910 - Small Engine Mechanic	20.19
23931 - Telecommunications Mechanic I	26.35
23932 - Telecommunications Mechanic II	27.77
23950 - Telephone Lineman	26.39
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	22.91
23970 - Woodcraft Worker	23.42
23980 - Woodworker	15.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.49
24580 - Child Care Center Clerk	12.76
24610 - Chore Aide	9.35
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.76
25040 - Sewage Plant Operator	23.68
25070 - Stationary Engineer	27.76
25190 - Ventilation Equipment Tender	20.21
25210 - Water Treatment Plant Operator	23.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.41
27007 - Baggage Inspector	10.65
27008 - Corrections Officer	25.90
27010 - Court Security Officer	25.90
27030 - Detection Dog Handler	14.33
27040 - Detention Officer	25.90
27070 - Firefighter	25.39
27101 - Guard I	10.65
27102 - Guard II	14.33
27131 - Police Officer I	30.42
27132 - Police Officer II	33.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.26
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Equipment Worker	8.82
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	12.02
28515 - Recreation Specialist	20.12

28630 - Sports Official	12.96
28690 - Swimming Pool Operator	18.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.91
29020 - Hatch Tender	20.91
29030 - Line Handler	20.91
29041 - Stevedore I	19.65
29042 - Stevedore II	22.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.65
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	23.08
30030 - Cartographic Technician	23.08
30040 - Civil Engineering Technician	25.83
30061 - Drafter/CAD Operator I	16.65
30062 - Drafter/CAD Operator II	18.26
30063 - Drafter/CAD Operator III	20.77
30064 - Drafter/CAD Operator IV	25.55
30081 - Engineering Technician I	15.79
30082 - Engineering Technician II	17.23
30083 - Engineering Technician III	20.69
30084 - Engineering Technician IV	22.60
30085 - Engineering Technician V	27.64
30086 - Engineering Technician VI	33.44
30090 - Environmental Technician	22.63
30210 - Laboratory Technician	18.05
30240 - Mathematical Technician	23.08
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	22.66
30363 - Paralegal/Legal Assistant III	27.72
30364 - Paralegal/Legal Assistant IV	33.54
30390 - Photo-Optics Technician	23.08
30461 - Technical Writer I	22.24
30462 - Technical Writer II	27.20
30463 - Technical Writer III	32.91
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.77
30621 - Weather Observer, Senior	(see 2) 23.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.44
31030 - Bus Driver	16.72
31043 - Driver Courier	12.66
31260 - Parking and Lot Attendant	9.81
31290 - Shuttle Bus Driver	14.17
31310 - Taxi Driver	11.17
31361 - Truckdriver, Light	14.17
31362 - Truckdriver, Medium	16.14
31363 - Truckdriver, Heavy	19.65
31364 - Truckdriver, Tractor-Trailer	19.65
99000 - Miscellaneous Occupations	
99030 - Cashier	10.06
99050 - Desk Clerk	9.60
99095 - Embalmer	26.70
99251 - Laboratory Animal Caretaker I	10.97

99252 - Laboratory Animal Caretaker II	11.68
99310 - Mortician	26.70
99410 - Pest Controller	14.27
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.85
99711 - Recycling Specialist	18.39
99730 - Refuse Collector	15.72
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	12.60
99830 - Survey Party Chief	30.95
99831 - Surveying Aide	20.58
99832 - Surveying Technician	28.14
99840 - Vending Machine Attendant	11.83
99841 - Vending Machine Repairer	16.17
99842 - Vending Machine Repairer Helper	12.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2073 (Rev.-17) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2073
Director	Wage Determinations	Revision No.: 17
		Date Of Revision: 07/25/2014

State: California

Area: California Counties of Inyo, Kings, Tulare

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.80
01012 - Accounting Clerk II		16.61
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		20.79
01040 - Court Reporter		17.55
01051 - Data Entry Operator I		11.00
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		17.75
01070 - Document Preparation Clerk		12.34
01090 - Duplicating Machine Operator		12.34
01111 - General Clerk I		12.73
01112 - General Clerk II		13.88
01113 - General Clerk III		15.60
01120 - Housing Referral Assistant		20.61
01141 - Messenger Courier		10.82
01191 - Order Clerk I		11.30
01192 - Order Clerk II		12.34
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		17.55
01263 - Personnel Assistant (Employment) III		18.88
01270 - Production Control Clerk		19.15
01280 - Receptionist		12.08
01290 - Rental Clerk		15.25
01300 - Scheduler, Maintenance		15.25
01311 - Secretary I		15.25
01312 - Secretary II		17.55
01313 - Secretary III		19.02
01320 - Service Order Dispatcher		15.85
01410 - Supply Technician		20.79
01420 - Survey Worker		17.55
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.70
01533 - Travel Clerk III		14.84
01611 - Word Processor I		13.60
01612 - Word Processor II		15.26
01613 - Word Processor III		17.55
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.67
05010 - Automotive Electrician		18.50

05040 - Automotive Glass Installer	17.57
05070 - Automotive Worker	17.57
05110 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.57
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	14.73
05250 - Motor Vehicle Upholstery Worker	16.62
05280 - Motor Vehicle Wrecker	17.57
05310 - Painter, Automotive	18.50
05340 - Radiator Repair Specialist	17.57
05370 - Tire Repairer	11.81
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.86
07042 - Cook II	13.49
07070 - Dishwasher	10.34
07130 - Food Service Worker	10.34
07210 - Meat Cutter	13.82
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.70
09040 - Furniture Handler	11.40
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.07
11060 - Elevator Operator	11.57
11090 - Gardener	15.68
11122 - Housekeeping Aide	9.91
11150 - Janitor	12.37
11210 - Laborer, Grounds Maintenance	12.53
11240 - Maid or Houseman	9.10
11260 - Pruner	12.00
11270 - Tractor Operator	14.71
11330 - Trail Maintenance Worker	12.53
11360 - Window Cleaner	12.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	19.45
12012 - Certified Occupational Therapist Assistant	26.11
12015 - Certified Physical Therapist Assistant	23.76
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	36.99
12030 - EKG Technician	30.50
12035 - Electroneurodiagnostic Technologist	30.50
12040 - Emergency Medical Technician	18.96
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.12
12073 - Licensed Practical Nurse III	22.44
12100 - Medical Assistant	13.12
12130 - Medical Laboratory Technician	17.00
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	15.42
12195 - Medical Transcriptionist	14.99
12210 - Nuclear Medicine Technologist	39.72
12221 - Nursing Assistant I	9.91
12222 - Nursing Assistant II	11.14
12223 - Nursing Assistant III	12.16

12224	- Nursing Assistant IV	13.64
12235	- Optical Dispenser	17.50
12236	- Optical Technician	17.99
12250	- Pharmacy Technician	15.42
12280	- Phlebotomist	13.64
12305	- Radiologic Technologist	31.53
12311	- Registered Nurse I	26.76
12312	- Registered Nurse II	32.73
12313	- Registered Nurse II, Specialist	32.73
12314	- Registered Nurse III	39.59
12315	- Registered Nurse III, Anesthetist	39.59
12316	- Registered Nurse IV	47.45
12317	- Scheduler (Drug and Alcohol Testing)	24.10
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	15.33
13012	- Exhibits Specialist II	18.99
13013	- Exhibits Specialist III	23.22
13041	- Illustrator I	15.30
13042	- Illustrator II	18.99
13043	- Illustrator III	23.22
13047	- Librarian	21.03
13050	- Library Aide/Clerk	13.39
13054	- Library Information Technology Systems Administrator	18.99
13058	- Library Technician	15.08
13061	- Media Specialist I	13.70
13062	- Media Specialist II	15.33
13063	- Media Specialist III	17.09
13071	- Photographer I	13.00
13072	- Photographer II	14.53
13073	- Photographer III	18.01
13074	- Photographer IV	22.02
13075	- Photographer V	26.64
13110	- Video Teleconference Technician	13.70
14000	- Information Technology Occupations	
14041	- Computer Operator I	13.42
14042	- Computer Operator II	15.01
14043	- Computer Operator III	16.74
14044	- Computer Operator IV	18.60
14045	- Computer Operator V	20.59
14071	- Computer Programmer I	(see 1) 22.91
14072	- Computer Programmer II	27.62
14073	- Computer Programmer III	
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	13.42
14160	- Personal Computer Support Technician	18.60
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.56
15020	- Aircrew Training Devices Instructor (Rated)	36.97
15030	- Air Crew Training Devices Instructor (Pilot)	44.31
15050	- Computer Based Training Specialist / Instructor	30.56
15060	- Educational Technologist	25.01
15070	- Flight Instructor (Pilot)	44.31
15080	- Graphic Artist	21.52
15090	- Technical Instructor	16.83
15095	- Technical Instructor/Course Developer	22.28
15110	- Test Proctor	14.39
15120	- Tutor	14.39
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	9.51
16030 - Counter Attendant	9.51
16040 - Dry Cleaner	11.41
16070 - Finisher, Flatwork, Machine	9.51
16090 - Presser, Hand	9.51
16110 - Presser, Machine, Drycleaning	9.51
16130 - Presser, Machine, Shirts	9.51
16160 - Presser, Machine, Wearing Apparel, Laundry	9.51
16190 - Sewing Machine Operator	12.05
16220 - Tailor	12.71
16250 - Washer, Machine	10.12
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.21
19040 - Tool And Die Maker	22.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.35
21030 - Material Coordinator	19.84
21040 - Material Expediter	19.84
21050 - Material Handling Laborer	11.87
21071 - Order Filler	12.80
21080 - Production Line Worker (Food Processing)	13.35
21110 - Shipping Packer	13.98
21130 - Shipping/Receiving Clerk	13.98
21140 - Store Worker I	11.42
21150 - Stock Clerk	14.99
21210 - Tools And Parts Attendant	13.89
21410 - Warehouse Specialist	13.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.02
23021 - Aircraft Mechanic I	19.23
23022 - Aircraft Mechanic II	20.27
23023 - Aircraft Mechanic III	21.30
23040 - Aircraft Mechanic Helper	14.25
23050 - Aircraft, Painter	18.20
23060 - Aircraft Servicer	16.42
23080 - Aircraft Worker	17.36
23110 - Appliance Mechanic	18.21
23120 - Bicycle Repairer	12.50
23125 - Cable Splicer	25.28
23130 - Carpenter, Maintenance	19.10
23140 - Carpet Layer	15.03
23160 - Electrician, Maintenance	18.84
23181 - Electronics Technician Maintenance I	17.17
23182 - Electronics Technician Maintenance II	19.72
23183 - Electronics Technician Maintenance III	21.64
23260 - Fabric Worker	16.15
23290 - Fire Alarm System Mechanic	18.59
23310 - Fire Extinguisher Repairer	15.10
23311 - Fuel Distribution System Mechanic	19.23
23312 - Fuel Distribution System Operator	15.10
23370 - General Maintenance Worker	16.15
23380 - Ground Support Equipment Mechanic	19.23
23381 - Ground Support Equipment Servicer	16.42
23382 - Ground Support Equipment Worker	17.36
23391 - Gunsmith I	15.10
23392 - Gunsmith II	17.17
23393 - Gunsmith III	19.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.61
23430 - Heavy Equipment Mechanic	20.83

23440	- Heavy Equipment Operator	20.89
23460	- Instrument Mechanic	19.23
23465	- Laboratory/Shelter Mechanic	18.21
23470	- Laborer	11.45
23510	- Locksmith	18.21
23530	- Machinery Maintenance Mechanic	19.55
23550	- Machinist, Maintenance	19.23
23580	- Maintenance Trades Helper	12.96
23591	- Metrology Technician I	19.23
23592	- Metrology Technician II	20.27
23593	- Metrology Technician III	21.30
23640	- Millwright	19.23
23710	- Office Appliance Repairer	17.58
23760	- Painter, Maintenance	16.33
23790	- Pipefitter, Maintenance	19.85
23810	- Plumber, Maintenance	18.82
23820	- Pneudraulic Systems Mechanic	19.23
23850	- Rigger	19.23
23870	- Scale Mechanic	17.17
23890	- Sheet-Metal Worker, Maintenance	16.68
23910	- Small Engine Mechanic	15.12
23931	- Telecommunications Mechanic I	23.24
23932	- Telecommunications Mechanic II	24.08
23950	- Telephone Lineman	23.24
23960	- Welder, Combination, Maintenance	16.51
23965	- Well Driller	19.23
23970	- Woodcraft Worker	19.23
23980	- Woodworker	15.10
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	10.25
24580	- Child Care Center Clerk	12.79
24610	- Chore Aide	10.16
24620	- Family Readiness And Support Services Coordinator	14.21
24630	- Homemaker	14.21
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	21.72
25040	- Sewage Plant Operator	19.49
25070	- Stationary Engineer	21.72
25190	- Ventilation Equipment Tender	14.81
25210	- Water Treatment Plant Operator	19.35
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.58
27007	- Baggage Inspector	10.26
27008	- Corrections Officer	24.10
27010	- Court Security Officer	24.17
27030	- Detection Dog Handler	14.04
27040	- Detention Officer	24.10
27070	- Firefighter	23.77
27101	- Guard I	10.26
27102	- Guard II	14.04
27131	- Police Officer I	29.11
27132	- Police Officer II	32.31
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.55
28042	- Carnival Equipment Repairer	14.25
28043	- Carnival Equipment Worker	10.61
28210	- Gate Attendant/Gate Tender	12.73
28310	- Lifeguard	11.65
28350	- Park Attendant (Aide)	14.24
28510	- Recreation Aide/Health Facility Attendant	10.49
28515	- Recreation Specialist	15.36

28630 - Sports Official	11.65
28690 - Swimming Pool Operator	16.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.63
29020 - Hatch Tender	17.63
29030 - Line Handler	17.63
29041 - Stevedore I	16.59
29042 - Stevedore II	18.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	19.14
30023 - Archeological Technician III	23.72
30030 - Cartographic Technician	23.72
30040 - Civil Engineering Technician	21.71
30061 - Drafter/CAD Operator I	17.11
30062 - Drafter/CAD Operator II	19.14
30063 - Drafter/CAD Operator III	21.35
30064 - Drafter/CAD Operator IV	26.26
30081 - Engineering Technician I	16.68
30082 - Engineering Technician II	18.72
30083 - Engineering Technician III	20.94
30084 - Engineering Technician IV	25.95
30085 - Engineering Technician V	31.74
30086 - Engineering Technician VI	38.40
30090 - Environmental Technician	23.32
30210 - Laboratory Technician	20.59
30240 - Mathematical Technician	23.32
30361 - Paralegal/Legal Assistant I	17.98
30362 - Paralegal/Legal Assistant II	20.72
30363 - Paralegal/Legal Assistant III	25.34
30364 - Paralegal/Legal Assistant IV	30.65
30390 - Photo-Optics Technician	23.72
30461 - Technical Writer I	24.66
30462 - Technical Writer II	30.15
30463 - Technical Writer III	34.94
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.35
30621 - Weather Observer, Senior	(see 2) 23.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.82
31030 - Bus Driver	14.69
31043 - Driver Courier	13.33
31260 - Parking and Lot Attendant	11.54
31290 - Shuttle Bus Driver	14.32
31310 - Taxi Driver	13.93
31361 - Truckdriver, Light	14.32
31362 - Truckdriver, Medium	15.45
31363 - Truckdriver, Heavy	20.08
31364 - Truckdriver, Tractor-Trailer	20.08
99000 - Miscellaneous Occupations	
99030 - Cashier	10.83
99050 - Desk Clerk	9.03
99095 - Embalmer	20.95
99251 - Laboratory Animal Caretaker I	11.18

99252 - Laboratory Animal Caretaker II	12.00
99310 - Mortician	20.95
99410 - Pest Controller	15.02
99510 - Photofinishing Worker	12.88
99710 - Recycling Laborer	14.47
99711 - Recycling Specialist	19.28
99730 - Refuse Collector	16.25
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	12.29
99830 - Survey Party Chief	21.00
99831 - Surveying Aide	11.98
99832 - Surveying Technician	16.44
99840 - Vending Machine Attendant	16.17
99841 - Vending Machine Repairer	19.74
99842 - Vending Machine Repairer Helper	16.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2059 (Rev.-15) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2059
Director	Wage Determinations	Revision No.: 15
		Date Of Revision: 07/25/2014

State: California

Area: California Counties of Marin, San Francisco, San Mateo
 OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo
 Counties Only. See Wage Determination 1974-1257 for wage rates and fringe
 benefits for San Francisco County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		27.93
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.51
01090 - Duplicating Machine Operator		15.51
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.60
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.20
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		19.43
01300 - Scheduler, Maintenance		23.10
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		28.67
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53

01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.75
05010 - Automotive Electrician	24.75
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.85
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.64
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter, Automotive	24.75
05340 - Radiator Repair Specialist	23.66
05370 - Tire Repairer	17.44
05400 - Transmission Repair Specialist	25.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.24
07041 - Cook I	16.43
07042 - Cook II	20.06
07070 - Dishwasher	12.45
07130 - Food Service Worker	12.45
07210 - Meat Cutter	18.24
07260 - Waiter/Waitress	13.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.82
09040 - Furniture Handler	15.17
09080 - Furniture Refinisher	21.82
09090 - Furniture Refinisher Helper	17.82
09110 - Furniture Repairer, Minor	19.37
09130 - Upholsterer	21.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	16.07
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.78
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00

12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	45.90
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	22.64
12236 - Optical Technician	18.22
12250 - Pharmacy Technician	21.69
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	35.21
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II, Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III, Anesthetist	64.90
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.67
13012 - Exhibits Specialist II	31.80
13013 - Exhibits Specialist III	38.86
13041 - Illustrator I	24.07
13042 - Illustrator II	29.81
13043 - Illustrator III	36.48
13047 - Librarian	35.64
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	31.06
13058 - Library Technician	26.04
13061 - Media Specialist I	22.42
13062 - Media Specialist II	25.08
13063 - Media Specialist III	27.96
13071 - Photographer I	20.39
13072 - Photographer II	22.81
13073 - Photographer III	28.23
13074 - Photographer IV	34.56
13075 - Photographer V	41.81
13110 - Video Teleconference Technician	23.30
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.80
14042 - Computer Operator II	22.18
14043 - Computer Operator III	24.69
14044 - Computer Operator IV	27.43
14045 - Computer Operator V	30.39
14071 - Computer Programmer I	(see 1) 27.62
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.80
14160 - Personal Computer Support Technician	27.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.97
15020 - Aircrew Training Devices Instructor (Rated)	44.74
15030 - Air Crew Training Devices Instructor (Pilot)	53.36
15050 - Computer Based Training Specialist / Instructor	36.97
15060 - Educational Technologist	32.03
15070 - Flight Instructor (Pilot)	53.36

15080 - Graphic Artist	31.77
15090 - Technical Instructor	28.46
15095 - Technical Instructor/Course Developer	34.82
15110 - Test Proctor	22.97
15120 - Tutor	22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.84
19040 - Tool And Die Maker	26.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.69
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	17.79
21130 - Shipping/Receiving Clerk	17.79
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.51
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.51
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	21.20
23050 - Aircraft, Painter	25.78
23060 - Aircraft Servicer	24.55
23080 - Aircraft Worker	26.05
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	18.57
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	30.15
23312 - Fuel Distribution System Operator	23.74
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	24.55
23382 - Ground Support Equipment Worker	26.05
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46

23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	21.82
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.99
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.38
23710 - Office Appliance Repairer	23.08
23760 - Painter, Maintenance	25.25
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	31.31
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	27.83
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.27
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.15
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	17.26
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	17.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.75
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	25.35
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.59
28042 - Carnival Equipment Repairer	16.60

28043 - Carnival Equipment Worker	12.45
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	21.02
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	22.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10
29030 - Line Handler	29.10
29041 - Stevedore I	27.42
29042 - Stevedore II	30.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	23.47
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	31.67
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.51
30210 - Laboratory Technician	23.42
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.13
30363 - Paralegal/Legal Assistant III	35.65
30364 - Paralegal/Legal Assistant IV	43.11
30390 - Photo-Optics Technician	35.89
30461 - Technical Writer I	26.03
30462 - Technical Writer II	31.72
30463 - Technical Writer III	38.31
30491 - Unexploded Ordnance (UXO) Technician I	26.92
30492 - Unexploded Ordnance (UXO) Technician II	32.56
30493 - Unexploded Ordnance (UXO) Technician III	39.03
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	26.92
30620 - Weather Observer, Combined Upper Air Or (see 2)	30.99
Surface Programs	
30621 - Weather Observer, Senior (see 2)	32.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	14.39
31030 - Bus Driver	20.01
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	12.49
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	15.44
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.64
31363 - Truckdriver, Heavy	22.39

31364 - Truckdriver, Tractor-Trailer	22.39
99000 - Miscellaneous Occupations	
99030 - Cashier	13.32
99050 - Desk Clerk	13.67
99095 - Embalmer	25.13
99251 - Laboratory Animal Caretaker I	15.27
99252 - Laboratory Animal Caretaker II	16.53
99310 - Mortician	29.47
99410 - Pest Controller	18.30
99510 - Photofinishing Worker	17.70
99710 - Recycling Laborer	25.19
99711 - Recycling Specialist	28.66
99730 - Refuse Collector	22.65
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	40.68
99831 - Surveying Aide	23.51
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	15.59
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2049 (Rev.-17) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2049
Director	Wage Determinations	Revision No.: 17
		Date Of Revision: 07/25/2014

State: California

Area: California Counties of Monterey, San Benito

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.61
01012 - Accounting Clerk II		18.65
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		23.99
01040 - Court Reporter		18.52
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		15.11
01060 - Dispatcher, Motor Vehicle		18.79
01070 - Document Preparation Clerk		15.42
01090 - Duplicating Machine Operator		14.11
01111 - General Clerk I		15.14
01112 - General Clerk II		16.12
01113 - General Clerk III		18.55
01120 - Housing Referral Assistant		21.01
01141 - Messenger Courier		15.78
01191 - Order Clerk I		13.72
01192 - Order Clerk II		15.01
01261 - Personnel Assistant (Employment) I		16.46
01262 - Personnel Assistant (Employment) II		19.76
01263 - Personnel Assistant (Employment) III		22.92
01270 - Production Control Clerk		22.92
01280 - Receptionist		15.93
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		19.25
01311 - Secretary I		19.25
01312 - Secretary II		21.45
01313 - Secretary III		23.96
01320 - Service Order Dispatcher		15.59
01410 - Supply Technician		23.99
01420 - Survey Worker		19.82
01531 - Travel Clerk I		13.53
01532 - Travel Clerk II		14.35
01533 - Travel Clerk III		15.40
01611 - Word Processor I		15.04
01612 - Word Processor II		16.90
01613 - Word Processor III		18.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.62
05010 - Automotive Electrician		19.76

05040 - Automotive Glass Installer	20.98
05070 - Automotive Worker	20.98
05110 - Mobile Equipment Servicer	17.87
05130 - Motor Equipment Metal Mechanic	24.32
05160 - Motor Equipment Metal Worker	20.98
05190 - Motor Vehicle Mechanic	21.82
05220 - Motor Vehicle Mechanic Helper	16.88
05250 - Motor Vehicle Upholstery Worker	19.94
05280 - Motor Vehicle Wrecker	20.98
05310 - Painter, Automotive	22.00
05340 - Radiator Repair Specialist	20.98
05370 - Tire Repairer	13.10
05400 - Transmission Repair Specialist	24.32
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	15.22
07042 - Cook II	16.97
07070 - Dishwasher	10.40
07130 - Food Service Worker	10.06
07210 - Meat Cutter	17.83
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	19.82
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49
11060 - Elevator Operator	11.52
11090 - Gardener	17.50
11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer, Grounds Maintenance	14.74
11240 - Maid or Houseman	11.32
11260 - Pruner	12.82
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	13.81
12000 - Health Occupations	
12010 - Ambulance Driver	21.51
12011 - Breath Alcohol Technician	21.51
12012 - Certified Occupational Therapist Assistant	25.92
12015 - Certified Physical Therapist Assistant	25.48
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	48.13
12030 - EKG Technician	31.29
12035 - Electroneurodiagnostic Technologist	31.29
12040 - Emergency Medical Technician	20.01
12071 - Licensed Practical Nurse I	21.15
12072 - Licensed Practical Nurse II	23.66
12073 - Licensed Practical Nurse III	26.38
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	23.27
12160 - Medical Record Clerk	16.24
12190 - Medical Record Technician	18.16
12195 - Medical Transcriptionist	17.11
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12

12224	- Nursing Assistant IV	15.86
12235	- Optical Dispenser	17.36
12236	- Optical Technician	21.15
12250	- Pharmacy Technician	20.69
12280	- Phlebotomist	15.86
12305	- Radiologic Technologist	32.35
12311	- Registered Nurse I	28.49
12312	- Registered Nurse II	34.86
12313	- Registered Nurse II, Specialist	34.86
12314	- Registered Nurse III	42.17
12315	- Registered Nurse III, Anesthetist	42.17
12316	- Registered Nurse IV	50.54
12317	- Scheduler (Drug and Alcohol Testing)	28.14
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	22.69
13012	- Exhibits Specialist II	27.50
13013	- Exhibits Specialist III	34.40
13041	- Illustrator I	22.69
13042	- Illustrator II	28.11
13043	- Illustrator III	34.40
13047	- Librarian	30.27
13050	- Library Aide/Clerk	16.40
13054	- Library Information Technology Systems Administrator	27.30
13058	- Library Technician	18.04
13061	- Media Specialist I	17.31
13062	- Media Specialist II	19.22
13063	- Media Specialist III	21.33
13071	- Photographer I	17.39
13072	- Photographer II	20.82
13073	- Photographer III	25.80
13074	- Photographer IV	31.55
13075	- Photographer V	38.18
13110	- Video Teleconference Technician	19.37
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.25
14042	- Computer Operator II	18.75
14043	- Computer Operator III	20.89
14044	- Computer Operator IV	23.24
14045	- Computer Operator V	23.72
14071	- Computer Programmer I	(see 1) 25.23
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	16.25
14160	- Personal Computer Support Technician	23.24
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	29.67
15020	- Aircrew Training Devices Instructor (Rated)	33.42
15030	- Air Crew Training Devices Instructor (Pilot)	37.75
15050	- Computer Based Training Specialist / Instructor	29.67
15060	- Educational Technologist	33.83
15070	- Flight Instructor (Pilot)	37.75
15080	- Graphic Artist	26.61
15090	- Technical Instructor	22.00
15095	- Technical Instructor/Course Developer	26.91
15110	- Test Proctor	19.50
15120	- Tutor	19.50
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	11.01
16030 - Counter Attendant	11.01
16040 - Dry Cleaner	13.09
16070 - Finisher, Flatwork, Machine	11.01
16090 - Presser, Hand	11.01
16110 - Presser, Machine, Drycleaning	11.01
16130 - Presser, Machine, Shirts	11.01
16160 - Presser, Machine, Wearing Apparel, Laundry	11.01
16190 - Sewing Machine Operator	13.75
16220 - Tailor	14.45
16250 - Washer, Machine	11.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.00
19040 - Tool And Die Maker	26.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.70
21030 - Material Coordinator	20.04
21040 - Material Expediter	20.04
21050 - Material Handling Laborer	12.82
21071 - Order Filler	15.57
21080 - Production Line Worker (Food Processing)	15.70
21110 - Shipping Packer	14.34
21130 - Shipping/Receiving Clerk	14.34
21140 - Store Worker I	15.38
21150 - Stock Clerk	18.12
21210 - Tools And Parts Attendant	15.90
21410 - Warehouse Specialist	15.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.48
23021 - Aircraft Mechanic I	23.01
23022 - Aircraft Mechanic II	22.48
23023 - Aircraft Mechanic III	23.42
23040 - Aircraft Mechanic Helper	17.82
23050 - Aircraft, Painter	20.93
23060 - Aircraft Servicer	19.88
23080 - Aircraft Worker	20.96
23110 - Appliance Mechanic	24.49
23120 - Bicycle Repairer	14.26
23125 - Cable Splicer	23.36
23130 - Carpenter, Maintenance	25.95
23140 - Carpet Layer	21.35
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	24.45
23183 - Electronics Technician Maintenance III	26.69
23260 - Fabric Worker	20.07
23290 - Fire Alarm System Mechanic	26.10
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	25.70
23312 - Fuel Distribution System Operator	20.87
23370 - General Maintenance Worker	18.35
23380 - Ground Support Equipment Mechanic	23.01
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.96
23391 - Gunsmith I	18.97
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.33
23430 - Heavy Equipment Mechanic	22.99

23440 - Heavy Equipment Operator	27.95
23460 - Instrument Mechanic	23.36
23465 - Laboratory/Shelter Mechanic	22.26
23470 - Laborer	13.29
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	26.79
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	15.14
23591 - Metrology Technician I	23.36
23592 - Metrology Technician II	24.43
23593 - Metrology Technician III	25.44
23640 - Millwright	23.36
23710 - Office Appliance Repairer	22.68
23760 - Painter, Maintenance	22.60
23790 - Pipefitter, Maintenance	23.94
23810 - Plumber, Maintenance	24.93
23820 - Pneudraulic Systems Mechanic	23.36
23850 - Rigger	23.36
23870 - Scale Mechanic	21.16
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23932 - Telecommunications Mechanic II	28.83
23950 - Telephone Lineman	23.36
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23965 - Well Driller	23.36
23970 - Woodcraft Worker	23.36
23980 - Woodworker	18.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	17.56
24630 - Homemaker	17.56
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.77
25040 - Sewage Plant Operator	27.24
25070 - Stationary Engineer	28.77
25190 - Ventilation Equipment Tender	21.46
25210 - Water Treatment Plant Operator	27.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.28
27007 - Baggage Inspector	11.48
27008 - Corrections Officer	30.61
27010 - Court Security Officer	30.20
27030 - Detection Dog Handler	13.65
27040 - Detention Officer	33.67
27070 - Firefighter	26.06
27101 - Guard I	11.48
27102 - Guard II	13.65
27131 - Police Officer I	34.33
27132 - Police Officer II	38.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.93
28042 - Carnival Equipment Repairer	13.65
28043 - Carnival Equipment Worker	10.77
28210 - Gate Attendant/Gate Tender	14.88
28310 - Lifeguard	14.61
28350 - Park Attendant (Aide)	16.68
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	15.58

28630 - Sports Official	13.28
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.16
29020 - Hatch Tender	21.16
29030 - Line Handler	21.16
29041 - Stevedore I	17.82
29042 - Stevedore II	22.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.63
30023 - Archeological Technician III	28.05
30030 - Cartographic Technician	28.05
30040 - Civil Engineering Technician	30.21
30061 - Drafter/CAD Operator I	20.25
30062 - Drafter/CAD Operator II	22.65
30063 - Drafter/CAD Operator III	25.24
30064 - Drafter/CAD Operator IV	31.07
30081 - Engineering Technician I	17.38
30082 - Engineering Technician II	19.47
30083 - Engineering Technician III	24.33
30084 - Engineering Technician IV	30.39
30085 - Engineering Technician V	34.33
30086 - Engineering Technician VI	39.21
30090 - Environmental Technician	28.05
30210 - Laboratory Technician	22.91
30240 - Mathematical Technician	28.05
30361 - Paralegal/Legal Assistant I	21.55
30362 - Paralegal/Legal Assistant II	26.65
30363 - Paralegal/Legal Assistant III	32.63
30364 - Paralegal/Legal Assistant IV	39.44
30390 - Photo-Optics Technician	28.05
30461 - Technical Writer I	22.51
30462 - Technical Writer II	27.53
30463 - Technical Writer III	33.32
30491 - Unexploded Ordnance (UXO) Technician I	26.92
30492 - Unexploded Ordnance (UXO) Technician II	32.56
30493 - Unexploded Ordnance (UXO) Technician III	39.03
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.24
30621 - Weather Observer, Senior	(see 2) 28.05
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.87
31030 - Bus Driver	19.17
31043 - Driver Courier	12.20
31260 - Parking and Lot Attendant	10.15
31290 - Shuttle Bus Driver	12.94
31310 - Taxi Driver	12.31
31361 - Truckdriver, Light	12.94
31362 - Truckdriver, Medium	16.07
31363 - Truckdriver, Heavy	19.34
31364 - Truckdriver, Tractor-Trailer	19.34
99000 - Miscellaneous Occupations	
99030 - Cashier	16.13
99050 - Desk Clerk	13.17
99095 - Embalmer	25.27
99251 - Laboratory Animal Caretaker I	15.87

99252 - Laboratory Animal Caretaker II	16.83
99310 - Mortician	25.27
99410 - Pest Controller	16.75
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	11.45
99711 - Recycling Specialist	20.57
99730 - Refuse Collector	16.80
99810 - Sales Clerk	12.72
99820 - School Crossing Guard	12.54
99830 - Survey Party Chief	26.68
99831 - Surveying Aide	13.98
99832 - Surveying Technician	19.14
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	22.83
99842 - Vending Machine Repairer Helper	19.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2069 (Rev.-14) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2069
Director	Wage Determinations	Revision No.: 14
		Date Of Revision: 07/25/2014

State: California

Area: California Counties of Napa, Solano, Sonoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.73
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.82
01090 - Duplicating Machine Operator		15.82
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		12.83
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		22.62
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01531 - Travel Clerk I		13.54
01532 - Travel Clerk II		14.74
01533 - Travel Clerk III		15.97
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.77
05010 - Automotive Electrician		23.26

05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.22
05130 - Motor Equipment Metal Mechanic	24.26
05160 - Motor Equipment Metal Worker	22.22
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.22
05280 - Motor Vehicle Wrecker	22.22
05310 - Painter, Automotive	22.98
05340 - Radiator Repair Specialist	21.94
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.01
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	17.25
07260 - Waiter/Waitress	9.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.81
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	19.81
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.82
11090 - Gardener	19.46
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.71
11240 - Maid or Houseman	12.54
11260 - Pruner	16.62
11270 - Tractor Operator	19.48
11330 - Trail Maintenance Worker	17.71
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	23.33
12012 - Certified Occupational Therapist Assistant	31.20
12015 - Certified Physical Therapist Assistant	23.44
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	49.41
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	21.46
12072 - Licensed Practical Nurse II	24.09
12073 - Licensed Practical Nurse III	26.94
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	42.03
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75

12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	16.98
12236	- Optical Technician	16.19
12250	- Pharmacy Technician	20.11
12280	- Phlebotomist	18.81
12305	- Radiologic Technologist	29.71
12311	- Registered Nurse I	35.72
12312	- Registered Nurse II	43.70
12313	- Registered Nurse II, Specialist	43.70
12314	- Registered Nurse III	52.94
12315	- Registered Nurse III, Anesthetist	52.94
12316	- Registered Nurse IV	63.36
12317	- Scheduler (Drug and Alcohol Testing)	34.02
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	21.90
13012	- Exhibits Specialist II	31.06
13013	- Exhibits Specialist III	38.01
13041	- Illustrator I	25.08
13042	- Illustrator II	31.06
13043	- Illustrator III	38.01
13047	- Librarian	34.41
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	31.06
13058	- Library Technician	26.04
13061	- Media Specialist I	22.42
13062	- Media Specialist II	25.08
13063	- Media Specialist III	27.96
13071	- Photographer I	16.05
13072	- Photographer II	17.92
13073	- Photographer III	22.41
13074	- Photographer IV	27.18
13075	- Photographer V	32.89
13110	- Video Teleconference Technician	20.39
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1) 27.62
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	19.80
14160	- Personal Computer Support Technician	27.43
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	36.80
15020	- Aircrew Training Devices Instructor (Rated)	44.51
15030	- Air Crew Training Devices Instructor (Pilot)	53.36
15050	- Computer Based Training Specialist / Instructor	36.97
15060	- Educational Technologist	31.96
15070	- Flight Instructor (Pilot)	53.36
15080	- Graphic Artist	25.32
15090	- Technical Instructor	23.14
15095	- Technical Instructor/Course Developer	28.25
15110	- Test Proctor	19.00
15120	- Tutor	19.00
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	10.16
16030 - Counter Attendant	10.16
16040 - Dry Cleaner	13.25
16070 - Finisher, Flatwork, Machine	10.16
16090 - Presser, Hand	10.16
16110 - Presser, Machine, Drycleaning	10.16
16130 - Presser, Machine, Shirts	10.16
16160 - Presser, Machine, Wearing Apparel, Laundry	10.16
16190 - Sewing Machine Operator	14.28
16220 - Tailor	15.29
16250 - Washer, Machine	11.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.09
19040 - Tool And Die Maker	28.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.78
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.58
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	17.78
21110 - Shipping Packer	17.59
21130 - Shipping/Receiving Clerk	17.59
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	17.78
21410 - Warehouse Specialist	17.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.18
23021 - Aircraft Mechanic I	26.81
23022 - Aircraft Mechanic II	28.18
23023 - Aircraft Mechanic III	29.37
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	25.05
23060 - Aircraft Servicer	22.68
23080 - Aircraft Worker	23.85
23110 - Appliance Mechanic	26.11
23120 - Bicycle Repairer	15.12
23125 - Cable Splicer	26.04
23130 - Carpenter, Maintenance	26.17
23140 - Carpet Layer	23.21
23160 - Electrician, Maintenance	34.84
23181 - Electronics Technician Maintenance I	29.50
23182 - Electronics Technician Maintenance II	31.17
23183 - Electronics Technician Maintenance III	32.86
23260 - Fabric Worker	22.02
23290 - Fire Alarm System Mechanic	23.38
23310 - Fire Extinguisher Repairer	20.60
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	20.80
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	26.81
23381 - Ground Support Equipment Servicer	22.68
23382 - Ground Support Equipment Worker	23.85
23391 - Gunsmith I	20.60
23392 - Gunsmith II	23.38
23393 - Gunsmith III	26.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.92
23430 - Heavy Equipment Mechanic	27.02

23440	- Heavy Equipment Operator	29.36
23460	- Instrument Mechanic	30.39
23465	- Laboratory/Shelter Mechanic	24.70
23470	- Laborer	14.76
23510	- Locksmith	19.81
23530	- Machinery Maintenance Mechanic	27.02
23550	- Machinist, Maintenance	27.28
23580	- Maintenance Trades Helper	16.53
23591	- Metrology Technician I	30.39
23592	- Metrology Technician II	31.95
23593	- Metrology Technician III	33.30
23640	- Millwright	26.04
23710	- Office Appliance Repairer	21.66
23760	- Painter, Maintenance	22.21
23790	- Pipefitter, Maintenance	28.02
23810	- Plumber, Maintenance	26.13
23820	- Pneudraulic Systems Mechanic	26.04
23850	- Rigger	26.04
23870	- Scale Mechanic	23.38
23890	- Sheet-Metal Worker, Maintenance	27.26
23910	- Small Engine Mechanic	20.91
23931	- Telecommunications Mechanic I	26.96
23932	- Telecommunications Mechanic II	28.34
23950	- Telephone Lineman	27.10
23960	- Welder, Combination, Maintenance	22.75
23965	- Well Driller	24.54
23970	- Woodcraft Worker	26.04
23980	- Woodworker	20.53
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	13.74
24580	- Child Care Center Clerk	17.13
24610	- Chore Aide	11.94
24620	- Family Readiness And Support Services Coordinator	16.85
24630	- Homemaker	19.03
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	38.18
25040	- Sewage Plant Operator	30.72
25070	- Stationary Engineer	38.18
25190	- Ventilation Equipment Tender	27.90
25210	- Water Treatment Plant Operator	30.72
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.80
27007	- Baggage Inspector	14.34
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.43
27030	- Detection Dog Handler	17.15
27040	- Detention Officer	38.39
27070	- Firefighter	36.20
27101	- Guard I	14.34
27102	- Guard II	17.15
27131	- Police Officer I	42.92
27132	- Police Officer II	47.21
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.09
28042	- Carnival Equipment Repairer	13.81
28043	- Carnival Equipment Worker	10.58
28210	- Gate Attendant/Gate Tender	18.04
28310	- Lifeguard	12.74
28350	- Park Attendant (Aide)	20.19
28510	- Recreation Aide/Health Facility Attendant	14.14
28515	- Recreation Specialist	20.43

28630 - Sports Official	16.07
28690 - Swimming Pool Operator	17.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.05
29020 - Hatch Tender	27.05
29030 - Line Handler	27.05
29041 - Stevedore I	26.37
29042 - Stevedore II	28.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
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30361 - Paralegal/Legal Assistant I	24.61
30362 - Paralegal/Legal Assistant II	30.73
30363 - Paralegal/Legal Assistant III	37.61
30364 - Paralegal/Legal Assistant IV	45.49
30390 - Photo-Optics Technician	35.89
30461 - Technical Writer I	27.62
30462 - Technical Writer II	33.78
30463 - Technical Writer III	38.75
30491 - Unexploded Ordnance (UXO) Technician I	26.92
30492 - Unexploded Ordnance (UXO) Technician II	32.56
30493 - Unexploded Ordnance (UXO) Technician III	39.03
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 30.99
30621 - Weather Observer, Senior	(see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.55
31030 - Bus Driver	18.83
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	11.67
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	14.22
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.46
31364 - Truckdriver, Tractor-Trailer	21.46
99000 - Miscellaneous Occupations	
99030 - Cashier	13.32
99050 - Desk Clerk	12.16
99095 - Embalmer	25.67
99251 - Laboratory Animal Caretaker I	12.49

99252 - Laboratory Animal Caretaker II	13.52
99310 - Mortician	29.41
99410 - Pest Controller	19.24
99510 - Photofinishing Worker	14.96
99710 - Recycling Laborer	22.18
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.77
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	39.30
99831 - Surveying Aide	18.71
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	14.24
99841 - Vending Machine Repairer	16.60
99842 - Vending Machine Repairer Helper	14.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2061 (Rev.-14) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2061
Director	Wage Determinations	Revision No.: 14
		Date Of Revision: 07/25/2014

State: California

Area: California Counties of Santa Clara, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.02
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.93
01090 - Duplicating Machine Operator		15.93
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.32
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.32
05010 - Automotive Electrician		22.49

05040 - Automotive Glass Installer	19.58
05070 - Automotive Worker	21.48
05110 - Mobile Equipment Servicer	19.56
05130 - Motor Equipment Metal Mechanic	23.48
05160 - Motor Equipment Metal Worker	21.48
05190 - Motor Vehicle Mechanic	23.46
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.48
05310 - Painter, Automotive	22.49
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	23.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.67
11090 - Gardener	21.60
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	12.54
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	25.46
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	35.90
12030 - EKG Technician	33.99
12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	42.96
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75

12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	19.51
12236	- Optical Technician	18.22
12250	- Pharmacy Technician	21.25
12280	- Phlebotomist	18.81
12305	- Radiologic Technologist	33.12
12311	- Registered Nurse I	38.63
12312	- Registered Nurse II	47.23
12313	- Registered Nurse II, Specialist	47.23
12314	- Registered Nurse III	57.12
12315	- Registered Nurse III, Anesthetist	57.12
12316	- Registered Nurse IV	68.53
12317	- Scheduler (Drug and Alcohol Testing)	34.02
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	22.87
13012	- Exhibits Specialist II	28.33
13013	- Exhibits Specialist III	34.65
13041	- Illustrator I	25.34
13042	- Illustrator II	31.15
13043	- Illustrator III	38.11
13047	- Librarian	34.41
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	31.06
13058	- Library Technician	26.04
13061	- Media Specialist I	22.42
13062	- Media Specialist II	25.08
13063	- Media Specialist III	27.96
13071	- Photographer I	19.48
13072	- Photographer II	21.80
13073	- Photographer III	27.00
13074	- Photographer IV	33.02
13075	- Photographer V	38.43
13110	- Video Teleconference Technician	22.90
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1) 27.62
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	19.80
14160	- Personal Computer Support Technician	27.43
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	36.80
15020	- Aircrew Training Devices Instructor (Rated)	44.51
15030	- Air Crew Training Devices Instructor (Pilot)	53.36
15050	- Computer Based Training Specialist / Instructor	36.97
15060	- Educational Technologist	33.44
15070	- Flight Instructor (Pilot)	53.36
15080	- Graphic Artist	26.67
15090	- Technical Instructor	26.13
15095	- Technical Instructor/Course Developer	32.10
15110	- Test Proctor	22.20
15120	- Tutor	22.20
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	11.25
16030 - Counter Attendant	11.25
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	11.25
16090 - Presser, Hand	11.25
16110 - Presser, Machine, Drycleaning	11.25
16130 - Presser, Machine, Shirts	11.25
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.96
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.76
21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	15.36
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	16.76
21110 - Shipping Packer	15.84
21130 - Shipping/Receiving Clerk	15.84
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	16.76
21410 - Warehouse Specialist	16.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.62
23021 - Aircraft Mechanic I	27.23
23022 - Aircraft Mechanic II	28.62
23023 - Aircraft Mechanic III	29.83
23040 - Aircraft Mechanic Helper	20.28
23050 - Aircraft, Painter	26.49
23060 - Aircraft Servicer	23.02
23080 - Aircraft Worker	24.52
23110 - Appliance Mechanic	23.84
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	26.60
23130 - Carpenter, Maintenance	24.84
23140 - Carpet Layer	24.72
23160 - Electrician, Maintenance	35.53
23181 - Electronics Technician Maintenance I	24.83
23182 - Electronics Technician Maintenance II	26.38
23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	21.26
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	25.99
23312 - Fuel Distribution System Operator	20.56
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	27.23
23381 - Ground Support Equipment Servicer	23.02
23382 - Ground Support Equipment Worker	24.52
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.88
23393 - Gunsmith III	26.60
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.87
23430 - Heavy Equipment Mechanic	27.12

23440	- Heavy Equipment Operator	29.74
23460	- Instrument Mechanic	26.65
23465	- Laboratory/Shelter Mechanic	25.23
23470	- Laborer	14.73
23510	- Locksmith	25.62
23530	- Machinery Maintenance Mechanic	27.02
23550	- Machinist, Maintenance	27.28
23580	- Maintenance Trades Helper	18.99
23591	- Metrology Technician I	26.65
23592	- Metrology Technician II	28.02
23593	- Metrology Technician III	30.29
23640	- Millwright	26.60
23710	- Office Appliance Repairer	22.89
23760	- Painter, Maintenance	22.23
23790	- Pipefitter, Maintenance	32.29
23810	- Plumber, Maintenance	30.80
23820	- Pneudraulic Systems Mechanic	26.60
23850	- Rigger	26.60
23870	- Scale Mechanic	23.88
23890	- Sheet-Metal Worker, Maintenance	26.98
23910	- Small Engine Mechanic	19.31
23931	- Telecommunications Mechanic I	27.58
23932	- Telecommunications Mechanic II	28.99
23950	- Telephone Lineman	27.26
23960	- Welder, Combination, Maintenance	23.20
23965	- Well Driller	29.30
23970	- Woodcraft Worker	26.60
23980	- Woodworker	21.04
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	13.57
24580	- Child Care Center Clerk	16.27
24610	- Chore Aide	11.92
24620	- Family Readiness And Support Services Coordinator	16.95
24630	- Homemaker	18.73
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	38.18
25040	- Sewage Plant Operator	27.78
25070	- Stationary Engineer	38.18
25190	- Ventilation Equipment Tender	27.90
25210	- Water Treatment Plant Operator	27.78
27000	- Protective Service Occupations	
27004	- Alarm Monitor	19.12
27007	- Baggage Inspector	14.34
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.43
27030	- Detection Dog Handler	17.06
27040	- Detention Officer	38.39
27070	- Firefighter	36.20
27101	- Guard I	14.34
27102	- Guard II	17.06
27131	- Police Officer I	42.92
27132	- Police Officer II	47.21
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.09
28042	- Carnival Equipment Repairer	13.81
28043	- Carnival Equipment Worker	10.58
28210	- Gate Attendant/Gate Tender	18.04
28310	- Lifeguard	11.70
28350	- Park Attendant (Aide)	18.24
28510	- Recreation Aide/Health Facility Attendant	15.30
28515	- Recreation Specialist	19.21

28630 - Sports Official	14.34
28690 - Swimming Pool Operator	19.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.66
29020 - Hatch Tender	26.66
29030 - Line Handler	26.66
29041 - Stevedore I	25.14
29042 - Stevedore II	28.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	20.43
30022 - Archeological Technician II	23.52
30023 - Archeological Technician III	32.49
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	30.55
30061 - Drafter/CAD Operator I	25.69
30062 - Drafter/CAD Operator II	28.74
30063 - Drafter/CAD Operator III	32.03
30064 - Drafter/CAD Operator IV	38.48
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.74
30210 - Laboratory Technician	22.20
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.18
30362 - Paralegal/Legal Assistant II	28.66
30363 - Paralegal/Legal Assistant III	35.07
30364 - Paralegal/Legal Assistant IV	42.42
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31030 - Bus Driver	18.83
31043 - Driver Courier	17.76
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99050 - Desk Clerk	11.13
99095 - Embalmer	26.92
99251 - Laboratory Animal Caretaker I	13.07

99252 - Laboratory Animal Caretaker II	14.15
99310 - Mortician	29.38
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	13.29
99710 - Recycling Laborer	20.42
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2153 (Rev.-18) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2153
Director	Wage Determinations	Revision No.: 18
		Date Of Revision: 07/25/2014

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii Statewide

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on
Wage Determination 2000-0085

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		26.48
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher, Motor Vehicle		17.10
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		12.47
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.88
01263 - Personnel Assistant (Employment) III		19.68
01270 - Production Control Clerk		18.86
01280 - Receptionist		15.40
01290 - Rental Clerk		15.79
01300 - Scheduler, Maintenance		19.05
01311 - Secretary I		19.05
01312 - Secretary II		21.31
01313 - Secretary III		23.77
01320 - Service Order Dispatcher		14.05
01410 - Supply Technician		25.82
01420 - Survey Worker		17.10
01531 - Travel Clerk I		14.78
01532 - Travel Clerk II		15.97
01533 - Travel Clerk III		17.12

01611 - Word Processor I	14.36
01612 - Word Processor II	16.11
01613 - Word Processor III	18.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.19
05010 - Automotive Electrician	22.43
05040 - Automotive Glass Installer	22.00
05070 - Automotive Worker	22.00
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal Mechanic	24.41
05160 - Motor Equipment Metal Worker	22.00
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.87
07041 - Cook I	13.17
07042 - Cook II	15.29
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	14.49
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.70
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	19.67
12015 - Certified Physical Therapist Assistant	18.41
12020 - Dental Assistant	14.80
12025 - Dental Hygienist	30.34
12030 - EKG Technician	26.02
12035 - Electroneurodiagnostic Technologist	26.02
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.70
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	19.74
12160 - Medical Record Clerk	17.82

12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	31.72
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.03
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	29.04
12311 - Registered Nurse I	29.29
12312 - Registered Nurse II	35.82
12313 - Registered Nurse II, Specialist	35.82
12314 - Registered Nurse III	43.34
12315 - Registered Nurse III, Anesthetist	43.34
12316 - Registered Nurse IV	51.94
12317 - Scheduler (Drug and Alcohol Testing)	25.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.61
13012 - Exhibits Specialist II	23.29
13013 - Exhibits Specialist III	28.49
13041 - Illustrator I	20.71
13042 - Illustrator II	25.67
13043 - Illustrator III	31.40
13047 - Librarian	28.71
13050 - Library Aide/Clerk	14.17
13054 - Library Information Technology Systems Administrator	21.89
13058 - Library Technician	17.36
13061 - Media Specialist I	15.86
13062 - Media Specialist II	17.74
13063 - Media Specialist III	19.78
13071 - Photographer I	14.00
13072 - Photographer II	16.54
13073 - Photographer III	19.61
13074 - Photographer IV	23.99
13075 - Photographer V	28.99
13110 - Video Teleconference Technician	20.30
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.54
14042 - Computer Operator II	19.62
14043 - Computer Operator III	22.80
14044 - Computer Operator IV	24.81
14045 - Computer Operator V	27.45
14071 - Computer Programmer I	(see 1) 27.62
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.54
14160 - Personal Computer Support Technician	24.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.83
15020 - Aircrew Training Devices Instructor (Rated)	37.30
15030 - Air Crew Training Devices Instructor (Pilot)	43.09
15050 - Computer Based Training Specialist / Instructor	30.83
15060 - Educational Technologist	25.80
15070 - Flight Instructor (Pilot)	43.09

15080 - Graphic Artist	22.97
15090 - Technical Instructor	19.66
15095 - Technical Instructor/Course Developer	24.05
15110 - Test Proctor	19.47
15120 - Tutor	19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.72
16030 - Counter Attendant	11.72
16040 - Dry Cleaner	14.51
16070 - Finisher, Flatwork, Machine	11.72
16090 - Presser, Hand	11.72
16110 - Presser, Machine, Drycleaning	11.72
16130 - Presser, Machine, Shirts	11.72
16160 - Presser, Machine, Wearing Apparel, Laundry	11.72
16190 - Sewing Machine Operator	15.45
16220 - Tailor	16.27
16250 - Washer, Machine	12.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.08
19040 - Tool And Die Maker	30.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.84
21030 - Material Coordinator	21.89
21040 - Material Expediter	21.89
21050 - Material Handling Laborer	16.89
21071 - Order Filler	13.51
21080 - Production Line Worker (Food Processing)	20.84
21110 - Shipping Packer	15.22
21130 - Shipping/Receiving Clerk	14.69
21140 - Store Worker I	13.23
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	20.84
21410 - Warehouse Specialist	20.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23021 - Aircraft Mechanic I	27.03
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.27
23060 - Aircraft Servicer	22.63
23080 - Aircraft Worker	24.16
23110 - Appliance Mechanic	21.94
23120 - Bicycle Repairer	15.16
23125 - Cable Splicer	28.39
23130 - Carpenter, Maintenance	30.99
23140 - Carpet Layer	24.86
23160 - Electrician, Maintenance	28.25
23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	30.56
23260 - Fabric Worker	20.95
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51

23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93
23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49
23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.69
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	12.13
27102 - Guard II	15.35
27131 - Police Officer I	23.97
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.47
28042 - Carnival Equipment Repairer	13.26

28043 - Carnival Equipment Worker	9.93
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	15.84
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.19
28515 - Recreation Specialist	21.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.98
30022 - Archeological Technician II	19.43
30023 - Archeological Technician III	24.08
30030 - Cartographic Technician	24.08
30040 - Civil Engineering Technician	21.55
30061 - Drafter/CAD Operator I	16.86
30062 - Drafter/CAD Operator II	19.43
30063 - Drafter/CAD Operator III	21.67
30064 - Drafter/CAD Operator IV	26.66
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	18.64
30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	32.60
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	22.21
30210 - Laboratory Technician	23.01
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.13
30363 - Paralegal/Legal Assistant III	28.30
30364 - Paralegal/Legal Assistant IV	34.23
30390 - Photo-Optics Technician	25.78
30461 - Technical Writer I	22.86
30462 - Technical Writer II	27.96
30463 - Technical Writer III	33.84
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.67
30621 - Weather Observer, Senior	(see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.94
31030 - Bus Driver	18.43
31043 - Driver Courier	14.10
31260 - Parking and Lot Attendant	9.16
31290 - Shuttle Bus Driver	14.98
31310 - Taxi Driver	11.77
31361 - Truckdriver, Light	14.98
31362 - Truckdriver, Medium	17.26
31363 - Truckdriver, Heavy	18.27
31364 - Truckdriver, Tractor-Trailer	18.27
99000 - Miscellaneous Occupations	
99030 - Cashier	10.93
99050 - Desk Clerk	18.46
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	12.41

99252 - Laboratory Animal Caretaker II	17.67
99310 - Mortician	24.57
99410 - Pest Controller	17.33
99510 - Photofinishing Worker	13.86
99710 - Recycling Laborer	19.19
99711 - Recycling Specialist	23.10
99730 - Refuse Collector	17.18
99810 - Sales Clerk	14.39
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	24.01
99831 - Surveying Aide	13.13
99832 - Surveying Technician	17.99
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	15.06
99842 - Vending Machine Repairer Helper	12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): \$1.66 per hour, or \$66.40 per week, or \$297.73 per month hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.02 per hour.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2043 (Rev.-17) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2043
Director	Wage Determinations	Revision No.: 17
		Date Of Revision: 07/25/2014

State: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.60
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		21.14
01040 - Court Reporter		24.94
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		14.48
01060 - Dispatcher, Motor Vehicle		17.44
01070 - Document Preparation Clerk		14.35
01090 - Duplicating Machine Operator		14.35
01111 - General Clerk I		13.04
01112 - General Clerk II		14.83
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		20.00
01141 - Messenger Courier		11.54
01191 - Order Clerk I		13.24
01192 - Order Clerk II		14.45
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		17.56
01263 - Personnel Assistant (Employment) III		18.77
01270 - Production Control Clerk		23.14
01280 - Receptionist		11.49
01290 - Rental Clerk		12.72
01300 - Scheduler, Maintenance		16.03
01311 - Secretary I		16.03
01312 - Secretary II		17.93
01313 - Secretary III		20.00
01320 - Service Order Dispatcher		16.53
01410 - Supply Technician		22.22
01420 - Survey Worker		16.34
01531 - Travel Clerk I		12.88
01532 - Travel Clerk II		13.57
01533 - Travel Clerk III		14.67
01611 - Word Processor I		14.72
01612 - Word Processor II		16.51
01613 - Word Processor III		18.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.07
05010 - Automotive Electrician		18.24

05040 - Automotive Glass Installer	17.52
05070 - Automotive Worker	17.52
05110 - Mobile Equipment Servicer	15.83
05130 - Motor Equipment Metal Mechanic	18.99
05160 - Motor Equipment Metal Worker	17.52
05190 - Motor Vehicle Mechanic	18.99
05220 - Motor Vehicle Mechanic Helper	14.66
05250 - Motor Vehicle Upholstery Worker	17.00
05280 - Motor Vehicle Wrecker	17.52
05310 - Painter, Automotive	18.23
05340 - Radiator Repair Specialist	17.52
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	18.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.06
07041 - Cook I	13.37
07042 - Cook II	15.20
07070 - Dishwasher	9.15
07130 - Food Service Worker	9.32
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	13.56
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer, Grounds Maintenance	13.00
11240 - Maid or Houseman	8.98
11260 - Pruner	11.87
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	13.12
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	25.35
12015 - Certified Physical Therapist Assistant	25.67
12020 - Dental Assistant	16.35
12025 - Dental Hygienist	41.60
12030 - EKG Technician	26.51
12035 - Electroneurodiagnostic Technologist	26.51
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	16.52
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	14.04
12130 - Medical Laboratory Technician	15.51
12160 - Medical Record Clerk	13.50
12190 - Medical Record Technician	15.10
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	40.62
12221 - Nursing Assistant I	10.26
12222 - Nursing Assistant II	11.54
12223 - Nursing Assistant III	12.58

12224	- Nursing Assistant IV	14.12
12235	- Optical Dispenser	14.73
12236	- Optical Technician	16.52
12250	- Pharmacy Technician	16.87
12280	- Phlebotomist	16.50
12305	- Radiologic Technologist	26.48
12311	- Registered Nurse I	24.30
12312	- Registered Nurse II	29.72
12313	- Registered Nurse II, Specialist	29.72
12314	- Registered Nurse III	35.96
12315	- Registered Nurse III, Anesthetist	35.96
12316	- Registered Nurse IV	43.10
12317	- Scheduler (Drug and Alcohol Testing)	22.89
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.13
13012	- Exhibits Specialist II	24.95
13013	- Exhibits Specialist III	30.52
13041	- Illustrator I	20.13
13042	- Illustrator II	24.95
13043	- Illustrator III	30.52
13047	- Librarian	27.62
13050	- Library Aide/Clerk	15.10
13054	- Library Information Technology Systems Administrator	24.95
13058	- Library Technician	19.47
13061	- Media Specialist I	18.00
13062	- Media Specialist II	20.13
13063	- Media Specialist III	22.45
13071	- Photographer I	18.00
13072	- Photographer II	20.14
13073	- Photographer III	24.95
13074	- Photographer IV	30.52
13075	- Photographer V	36.92
13110	- Video Teleconference Technician	18.00
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.85
14042	- Computer Operator II	20.61
14043	- Computer Operator III	22.98
14044	- Computer Operator IV	25.55
14045	- Computer Operator V	28.28
14071	- Computer Programmer I	
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	17.85
14160	- Personal Computer Support Technician	25.55
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.78
15020	- Aircrew Training Devices Instructor (Rated)	37.24
15030	- Air Crew Training Devices Instructor (Pilot)	44.48
15050	- Computer Based Training Specialist / Instructor	28.99
15060	- Educational Technologist	27.08
15070	- Flight Instructor (Pilot)	44.48
15080	- Graphic Artist	20.98
15090	- Technical Instructor	19.96
15095	- Technical Instructor/Course Developer	24.27
15110	- Test Proctor	17.86
15120	- Tutor	17.86
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	9.62
16030 - Counter Attendant	9.62
16040 - Dry Cleaner	11.95
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	12.25
16220 - Tailor	12.91
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.66
19040 - Tool And Die Maker	28.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.04
21030 - Material Coordinator	23.14
21040 - Material Expediter	23.14
21050 - Material Handling Laborer	11.54
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	13.04
21110 - Shipping Packer	13.93
21130 - Shipping/Receiving Clerk	13.93
21140 - Store Worker I	11.22
21150 - Stock Clerk	14.72
21210 - Tools And Parts Attendant	13.04
21410 - Warehouse Specialist	13.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.23
23021 - Aircraft Mechanic I	26.79
23022 - Aircraft Mechanic II	28.23
23023 - Aircraft Mechanic III	29.66
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft, Painter	22.31
23060 - Aircraft Servicer	24.18
23080 - Aircraft Worker	25.24
23110 - Appliance Mechanic	22.62
23120 - Bicycle Repairer	15.26
23125 - Cable Splicer	31.37
23130 - Carpenter, Maintenance	22.86
23140 - Carpet Layer	17.92
23160 - Electrician, Maintenance	26.52
23181 - Electronics Technician Maintenance I	26.31
23182 - Electronics Technician Maintenance II	27.90
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	20.33
23290 - Fire Alarm System Mechanic	23.03
23310 - Fire Extinguisher Repairer	19.01
23311 - Fuel Distribution System Mechanic	26.97
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	18.26
23380 - Ground Support Equipment Mechanic	26.79
23381 - Ground Support Equipment Servicer	24.18
23382 - Ground Support Equipment Worker	25.24
23391 - Gunsmith I	19.01
23392 - Gunsmith II	21.62
23393 - Gunsmith III	24.22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.88
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	21.73

23440	- Heavy Equipment Operator	24.53
23460	- Instrument Mechanic	28.25
23465	- Laboratory/Shelter Mechanic	22.93
23470	- Laborer	11.54
23510	- Locksmith	21.52
23530	- Machinery Maintenance Mechanic	22.52
23550	- Machinist, Maintenance	20.44
23580	- Maintenance Trades Helper	13.36
23591	- Metrology Technician I	28.25
23592	- Metrology Technician II	29.74
23593	- Metrology Technician III	31.26
23640	- Millwright	24.89
23710	- Office Appliance Repairer	21.82
23760	- Painter, Maintenance	20.87
23790	- Pipefitter, Maintenance	23.43
23810	- Plumber, Maintenance	22.50
23820	- Pneudraulic Systems Mechanic	24.22
23850	- Rigger	24.22
23870	- Scale Mechanic	21.71
23890	- Sheet-Metal Worker, Maintenance	22.68
23910	- Small Engine Mechanic	20.48
23931	- Telecommunications Mechanic I	24.61
23932	- Telecommunications Mechanic II	25.94
23950	- Telephone Lineman	22.97
23960	- Welder, Combination, Maintenance	23.78
23965	- Well Driller	24.22
23970	- Woodcraft Worker	24.22
23980	- Woodworker	19.01
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	10.79
24580	- Child Care Center Clerk	11.17
24610	- Chore Aide	13.07
24620	- Family Readiness And Support Services Coordinator	13.80
24630	- Homemaker	17.39
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	29.17
25040	- Sewage Plant Operator	21.07
25070	- Stationary Engineer	29.17
25190	- Ventilation Equipment Tender	19.27
25210	- Water Treatment Plant Operator	21.07
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.33
27007	- Baggage Inspector	11.00
27008	- Corrections Officer	31.29
27010	- Court Security Officer	29.33
27030	- Detection Dog Handler	12.30
27040	- Detention Officer	31.29
27070	- Firefighter	29.06
27101	- Guard I	11.00
27102	- Guard II	12.30
27131	- Police Officer I	31.37
27132	- Police Officer II	34.86
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.01
28042	- Carnival Equipment Repairer	15.10
28043	- Carnival Equipment Worker	9.24
28210	- Gate Attendant/Gate Tender	13.62
28310	- Lifeguard	11.95
28350	- Park Attendant (Aide)	15.23
28510	- Recreation Aide/Health Facility Attendant	11.10
28515	- Recreation Specialist	16.40

28630 - Sports Official	12.14
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.75
29020 - Hatch Tender	25.75
29030 - Line Handler	25.75
29041 - Stevedore I	21.85
29042 - Stevedore II	27.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.78
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.91
30022 - Archeological Technician II	23.13
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.50
30040 - Civil Engineering Technician	28.72
30061 - Drafter/CAD Operator I	19.91
30062 - Drafter/CAD Operator II	26.44
30063 - Drafter/CAD Operator III	26.80
30064 - Drafter/CAD Operator IV	32.98
30081 - Engineering Technician I	17.68
30082 - Engineering Technician II	20.62
30083 - Engineering Technician III	23.07
30084 - Engineering Technician IV	28.59
30085 - Engineering Technician V	34.97
30086 - Engineering Technician VI	42.20
30090 - Environmental Technician	24.34
30210 - Laboratory Technician	24.11
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	20.79
30362 - Paralegal/Legal Assistant II	25.77
30363 - Paralegal/Legal Assistant III	31.52
30364 - Paralegal/Legal Assistant IV	38.14
30390 - Photo-Optics Technician	27.58
30461 - Technical Writer I	29.04
30462 - Technical Writer II	35.52
30463 - Technical Writer III	42.97
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3) 26.80
30621 - Weather Observer, Senior	(see 3) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.36
31030 - Bus Driver	16.67
31043 - Driver Courier	13.85
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	14.87
31310 - Taxi Driver	10.82
31361 - Truckdriver, Light	14.87
31362 - Truckdriver, Medium	17.64
31363 - Truckdriver, Heavy	18.76
31364 - Truckdriver, Tractor-Trailer	18.76
99000 - Miscellaneous Occupations	
99030 - Cashier	10.75
99050 - Desk Clerk	8.95
99095 - Embalmer	23.59
99251 - Laboratory Animal Caretaker I	9.26

99252 - Laboratory Animal Caretaker II	9.94
99310 - Mortician	23.59
99410 - Pest Controller	13.90
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	19.26
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.57
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.81
99830 - Survey Party Chief	28.28
99831 - Surveying Aide	18.77
99832 - Surveying Technician	25.72
99840 - Vending Machine Attendant	14.66
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WD 05-2063 (Rev.-14) was first posted on www.wdol.gov on 08/05/2014

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Diane C. Koplewski	Division of	Wage Determination No.: 2005-2063
Director	Wage Determinations	Revision No.: 14
		Date Of Revision: 07/25/2014

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.83
01020 - Administrative Assistant		22.82
01040 - Court Reporter		25.67
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.34
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		13.48
01112 - General Clerk II		14.97
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		21.86
01141 - Messenger Courier		11.96
01191 - Order Clerk I		13.24
01192 - Order Clerk II		14.59
01261 - Personnel Assistant (Employment) I		17.00
01262 - Personnel Assistant (Employment) II		19.01
01263 - Personnel Assistant (Employment) III		21.09
01270 - Production Control Clerk		20.40
01280 - Receptionist		13.14
01290 - Rental Clerk		12.32
01300 - Scheduler, Maintenance		16.47
01311 - Secretary I		16.47
01312 - Secretary II		18.42
01313 - Secretary III		21.86
01320 - Service Order Dispatcher		16.55
01410 - Supply Technician		22.82
01420 - Survey Worker		18.03
01531 - Travel Clerk I		13.04
01532 - Travel Clerk II		13.73
01533 - Travel Clerk III		14.57
01611 - Word Processor I		14.75
01612 - Word Processor II		16.56
01613 - Word Processor III		18.52
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.91
05010 - Automotive Electrician		18.81

05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.02
05110 - Mobile Equipment Servicer	16.41
05130 - Motor Equipment Metal Mechanic	19.58
05160 - Motor Equipment Metal Worker	18.02
05190 - Motor Vehicle Mechanic	18.68
05220 - Motor Vehicle Mechanic Helper	14.21
05250 - Motor Vehicle Upholstery Worker	17.13
05280 - Motor Vehicle Wrecker	18.02
05310 - Painter, Automotive	18.81
05340 - Radiator Repair Specialist	18.02
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	17.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.29
07041 - Cook I	12.50
07042 - Cook II	13.74
07070 - Dishwasher	9.90
07130 - Food Service Worker	10.06
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	10.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	13.38
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.32
09110 - Furniture Repairer, Minor	18.48
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.47
11060 - Elevator Operator	12.10
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.10
11150 - Janitor	12.10
11210 - Laborer, Grounds Maintenance	11.76
11240 - Maid or Houseman	9.57
11260 - Pruner	10.44
11270 - Tractor Operator	13.51
11330 - Trail Maintenance Worker	11.76
11360 - Window Cleaner	13.38
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	26.06
12015 - Certified Physical Therapist Assistant	26.06
12020 - Dental Assistant	19.46
12025 - Dental Hygienist	38.53
12030 - EKG Technician	24.78
12035 - Electroneurodiagnostic Technologist	24.78
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	19.17
12072 - Licensed Practical Nurse II	21.45
12073 - Licensed Practical Nurse III	23.91
12100 - Medical Assistant	14.88
12130 - Medical Laboratory Technician	18.24
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.34
12210 - Nuclear Medicine Technologist	47.13
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71

12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	20.26
12236 - Optical Technician	19.17
12250 - Pharmacy Technician	18.55
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	29.58
12311 - Registered Nurse I	26.61
12312 - Registered Nurse II	32.54
12313 - Registered Nurse II, Specialist	32.54
12314 - Registered Nurse III	39.34
12315 - Registered Nurse III, Anesthetist	39.34
12316 - Registered Nurse IV	47.16
12317 - Scheduler (Drug and Alcohol Testing)	24.52
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.35
13012 - Exhibits Specialist II	28.92
13013 - Exhibits Specialist III	35.39
13041 - Illustrator I	23.35
13042 - Illustrator II	28.92
13043 - Illustrator III	35.39
13047 - Librarian	32.03
13050 - Library Aide/Clerk	15.08
13054 - Library Information Technology Systems Administrator	28.92
13058 - Library Technician	18.79
13061 - Media Specialist I	20.87
13062 - Media Specialist II	23.35
13063 - Media Specialist III	26.03
13071 - Photographer I	19.97
13072 - Photographer II	22.32
13073 - Photographer III	28.46
13074 - Photographer IV	32.11
13075 - Photographer V	34.60
13110 - Video Teleconference Technician	21.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.11
14042 - Computer Operator II	19.98
14043 - Computer Operator III	22.28
14044 - Computer Operator IV	24.75
14045 - Computer Operator V	27.42
14071 - Computer Programmer I	(see 1) 23.62
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.11
14160 - Personal Computer Support Technician	(see 2) 24.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.02
15020 - Aircrew Training Devices Instructor (Rated)	35.11
15030 - Air Crew Training Devices Instructor (Pilot)	42.09
15050 - Computer Based Training Specialist / Instructor	32.85
15060 - Educational Technologist	27.13
15070 - Flight Instructor (Pilot)	42.09
15080 - Graphic Artist	23.48
15090 - Technical Instructor	22.99
15095 - Technical Instructor/Course Developer	28.12
15110 - Test Proctor	18.56
15120 - Tutor	18.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	9.77
16030 - Counter Attendant	9.77
16040 - Dry Cleaner	11.84
16070 - Finisher, Flatwork, Machine	9.77
16090 - Presser, Hand	9.77
16110 - Presser, Machine, Drycleaning	9.77
16130 - Presser, Machine, Shirts	9.77
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77
16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.17
16250 - Washer, Machine	10.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.57
19040 - Tool And Die Maker	27.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.97
21030 - Material Coordinator	20.40
21040 - Material Expediter	20.40
21050 - Material Handling Laborer	12.25
21071 - Order Filler	15.11
21080 - Production Line Worker (Food Processing)	15.97
21110 - Shipping Packer	14.99
21130 - Shipping/Receiving Clerk	14.99
21140 - Store Worker I	11.44
21150 - Stock Clerk	16.26
21210 - Tools And Parts Attendant	15.97
21410 - Warehouse Specialist	15.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.20
23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.20
23023 - Aircraft Mechanic III	29.22
23040 - Aircraft Mechanic Helper	20.61
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	23.80
23080 - Aircraft Worker	24.90
23110 - Appliance Mechanic	20.33
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	27.59
23140 - Carpet Layer	21.88
23160 - Electrician, Maintenance	29.38
23181 - Electronics Technician Maintenance I	22.54
23182 - Electronics Technician Maintenance II	23.57
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	21.37
23290 - Fire Alarm System Mechanic	24.48
23310 - Fire Extinguisher Repairer	19.87
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	22.74
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	23.80
23382 - Ground Support Equipment Worker	24.90
23391 - Gunsmith I	19.87
23392 - Gunsmith II	22.54
23393 - Gunsmith III	24.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.51
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.53
23430 - Heavy Equipment Mechanic	22.86

23440 - Heavy Equipment Operator	31.14
23460 - Instrument Mechanic	24.53
23465 - Laboratory/Shelter Mechanic	23.57
23470 - Laborer	12.25
23510 - Locksmith	23.52
23530 - Machinery Maintenance Mechanic	25.37
23550 - Machinist, Maintenance	22.87
23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	24.53
23592 - Metrology Technician II	25.55
23593 - Metrology Technician III	27.56
23640 - Millwright	24.53
23710 - Office Appliance Repairer	23.39
23760 - Painter, Maintenance	18.38
23790 - Pipefitter, Maintenance	24.97
23810 - Plumber, Maintenance	23.98
23820 - Pneudraulic Systems Mechanic	24.53
23850 - Rigger	24.53
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker, Maintenance	24.66
23910 - Small Engine Mechanic	21.58
23931 - Telecommunications Mechanic I	24.14
23932 - Telecommunications Mechanic II	24.84
23950 - Telephone Lineman	27.24
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.53
23970 - Woodcraft Worker	24.53
23980 - Woodworker	19.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	12.02
24620 - Family Readiness And Support Services Coordinator	16.99
24630 - Homemaker	18.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.75
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	26.75
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	24.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	12.48
27008 - Corrections Officer	28.63
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	13.96
27040 - Detention Officer	28.63
27070 - Firefighter	23.21
27101 - Guard I	12.48
27102 - Guard II	13.96
27131 - Police Officer I	32.52
27132 - Police Officer II	36.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Equipment Worker	10.35
28210 - Gate Attendant/Gate Tender	15.28
28310 - Lifeguard	12.12
28350 - Park Attendant (Aide)	17.09
28510 - Recreation Aide/Health Facility Attendant	12.48
28515 - Recreation Specialist	19.32

28630 - Sports Official	13.62
28690 - Swimming Pool Operator	20.66
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.54
29020 - Hatch Tender	22.54
29030 - Line Handler	22.54
29041 - Stevedore I	21.37
29042 - Stevedore II	23.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	39.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	27.48
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	30.26
30021 - Archeological Technician I	18.29
30022 - Archeological Technician II	20.46
30023 - Archeological Technician III	25.35
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	27.81
30061 - Drafter/CAD Operator I	18.29
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	23.27
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.50
30082 - Engineering Technician II	19.21
30083 - Engineering Technician III	21.06
30084 - Engineering Technician IV	29.71
30085 - Engineering Technician V	33.15
30086 - Engineering Technician VI	40.11
30090 - Environmental Technician	26.67
30210 - Laboratory Technician	20.45
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	19.60
30362 - Paralegal/Legal Assistant II	25.03
30363 - Paralegal/Legal Assistant III	30.59
30364 - Paralegal/Legal Assistant IV	36.99
30390 - Photo-Optics Technician	25.86
30461 - Technical Writer I	24.02
30462 - Technical Writer II	29.38
30463 - Technical Writer III	35.55
30491 - Unexploded Ordnance (UXO) Technician I	25.32
30492 - Unexploded Ordnance (UXO) Technician II	30.64
30493 - Unexploded Ordnance (UXO) Technician III	36.72
30494 - Unexploded (UXO) Safety Escort	25.32
30495 - Unexploded (UXO) Sweep Personnel	25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3) 23.27
30621 - Weather Observer, Senior	(see 3) 25.35
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.62
31030 - Bus Driver	20.94
31043 - Driver Courier	13.63
31260 - Parking and Lot Attendant	9.61
31290 - Shuttle Bus Driver	14.80
31310 - Taxi Driver	12.48
31361 - Truckdriver, Light	14.80
31362 - Truckdriver, Medium	17.73
31363 - Truckdriver, Heavy	17.89
31364 - Truckdriver, Tractor-Trailer	17.89
99000 - Miscellaneous Occupations	
99030 - Cashier	11.10
99050 - Desk Clerk	11.32
99095 - Embalmer	25.32
99251 - Laboratory Animal Caretaker I	12.33

99252 - Laboratory Animal Caretaker II	13.23
99310 - Mortician	25.32
99410 - Pest Controller	18.38
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	21.38
99711 - Recycling Specialist	23.67
99730 - Refuse Collector	19.26
99810 - Sales Clerk	12.55
99820 - School Crossing Guard	13.08
99830 - Survey Party Chief	28.30
99831 - Surveying Aide	18.63
99832 - Surveying Technician	25.56
99840 - Vending Machine Attendant	18.63
99841 - Vending Machine Repairer	21.51
99842 - Vending Machine Repairer Helper	18.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.